

## SOCIALLY RESPONSIBLE COMPANY POLICY

FRIZONIA Refrigeración-Climatización, S.L. contributes actively and voluntarily to the improvement of the social, economical and natural environment while developing its business activities. The purpose of this contribution is to optimize its competitive situation and added value while respecting the moral, human and ethical values as well as the principles of honesty, transparency and service. FRIZONIA therefore provides benefits to its employees, to the social groups it interacts with, to the community where it is established and to the environment.

FRIZONIA, as a company that is responsible of its actions and consequences, establishes the following directives in accordance with its comprehensive policy for Quality, Safety and Environment as a guide and framework in the development of its activities:

### MARKET RESPONSIBILITY

- ✓ FRIZONIA keeps the quality standards in its products and services and provides transparency for the market as to assure full guarantees
- ✓ Fights corruption internal and externally
- ✓ Establishes and complies with an Ethical Code of Conduct
- ✓ **Introduce 4.0 technologies to add value to the products and services that we offer.**

### RESPONSIBILITY FOR THE WORKPLACE

- ✓ FRIZONIA promotes favorable working conditions for the life quality and the human and professional development
- ✓ Ensures the welfare of the team
- ✓ Keeps a cordial and respectful treatment
- ✓ Integrates gender equality in the company and therefore promotes equal opportunities
- ✓ Facilitates the reconciliation of the personal, familiar and work life
- ✓ Promotes and makes workers shareholders of the company in order to increase the commitment of its professionals and involves them in the results of the company
- ✓ **Introduce 4.0 technologies to the management process/production, without renounce the control and supervision of the human FRIZONIA team.**

### COMMUNITY RESPONSIBILITY

- ✓ FRIZONIA identifies the social needs of its environment and gets involved in its solution
- ✓ Identifies and supports social causes
- ✓ Invests in the development of the community
- ✓ **Conversion towards a 4.0 society connected to an industrial intelligent enterprise that allows a higher productivity and security.**

### ENVIRONMENTAL RESPONSIBILITY

- ✓ FRIZONIA respects the environment in all and each one of the operational and commercialization processes
- ✓ Contributes to preserving the environment by optimizing the resources used and minimizing the environmental impacts of its activity
- ✓ Reduces the pollution in all stages of the production process
- ✓ **Optimise the labour market with a new 4.0 technological revolution based on digitalization, automation and connectivity without damage the environment.**

Frizonia has as its principle the fulfillment of the needs and expectations of stakeholders with a Transparent, Ethical & Comprehensive Management System, which is socially responsible and respectful with the environment. This way, Frizonia obtains the trust and loyalty of its clients.

In order to put into practice this socially responsible company policy, FRIZONIA counts with the full support and backing of the Management.

Signed: General Manager

