

## 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.
- ✓ Approve the company's code of ethics that includes market ethics with lawful and collaborative behavior when competing
- ✓ Guarantee a diverse and inclusive workplace that improves commercial development and exceed corporate goal
- ✓ **To provide training preparing employees to act ethically, sustainably and responsibly, using a retraining approach.**

### 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.
- ✓ Publish the code of ethics and the decalogue of good practices that include the values and principles that govern the work activity
- ✓ Integrate and value the richness that comes from diversity in knowledge, abilities and experiences from all the people involved in the organization
- ✓ **To encourage internal training to align staff skills with the strategic needs of the company.**

**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.
- ✓ Promote internally and externally activities to strengthen commitment to the Sustainable Development Goals (SDGs) set by the UN on its Agenda 2030
- ✓ Promote social entities and collaborate with sport entities
- ✓ Promote a respectful culture about diversity and laboral inclusión, responding the principles of social justice
- ✓ **To support and participate in training and recruitment programmes that promote skills development and enhance opportunities for our community at a local and provincial level**

**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.
- ✓ Improve the eco-efficiency of the organization
- ✓ Promote the use of renewable energy.
- ✓ Integrate circular economy standards in the organization by designing a sustainable strategy to reduce and recycle the used resources
- ✓ **To promote carbon footprint training to enable area managers to calculate, manage and reduce their carbon footprint by promoting sustainable and enviromentally responsible practices in their daily activities**

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