

## PMG POLMETASA INTEGRATED POLICY

The General Management of PMG Polmetasa formally expresses, with this statement, its integrated policy that aligns the different standards of Quality ISO 9001:2015 and IATF 16949:2016, Environment ISO 14001:2015, Occupational Health and Safety ISO 45001:2018, and Energy Efficiency Management ISO 50001:2018, as well as the requirements of our stakeholders: shareholders, customers, people, community, suppliers, and the environment.

Through this Policy, we commit to:

**Comply with the requirements established by our customers, as well as all applicable legal requirements**, with our intention to eliminate hazards, mitigate risks, and protect the environment, as well as to meet the expectations of **all** stakeholders, being the reference framework for the establishment of our objectives.

Provide the necessary resources with the aim of increasing our energy and environmental efficiency, ensuring a high quality of our products and processes, as well as improving the standard of Occupational Health and Safety.

To achieve these commitments, PMG Polmetasa promotes the following lines of action and **strategies**:

- Use of the **most appropriate technology**, considering existing technology and the sustainability of the company, supporting the design and acquisition of energy-efficient, safe and healthy products and services, and reducing environmental impacts within the organization and its surroundings.
- **On-time delivery** of products and services that meet our customers' expectations, at all levels, present and future.
- **The people in the organization** are the guarantee of the success and continuity of the business; therefore, we promote equality between men and women, personal leadership, and reliability through the development of skills, participation, and consultation of both workers and their representatives, always with the absolute respect and consideration for people.
- **Innovation and development** involve the development of new products or the improvement of existing technologies, robust production processes or designs to solve problems that may arise or prevent defects, as we are committed to the philosophy of zero defects.
- Implementation of **specific policies for the selection, approval, and development of suppliers**, to ensure that our suppliers are solvent and competent in providing products and/or services and thus achieve successful business through compliance with the requirements that apply to us.
- **Optimize the use of natural resources (which are limited)** through the selection and evaluation of suppliers with energy performance criteria, appropriate equipment and materials, and correct and safe waste management. Including the calculation of the carbon footprint as a key indicator for decision-making.
- An **organization approach based on processes**, continuously reviewed through risk and opportunity analysis, with the aim of achieving continuous improvement and positive performance of the expected results.
- **Comply with the information security policies** implemented to meet the standards required by TISAX and thus guarantee the protection of our customers' confidential information and maintain trust in our services.

Therefore, the General Management of PMG Polmetasa **is responsible for both communication and compliance with this policy**, as well as ensuring that all information derived from it is understood and applied by all people (in addition to stakeholders) through the various channels the organization has: information meetings, publication of regulations and reports, indication of objectives and degree of achievement.

Yon Gabirondo Olazabal  
Managing Director



Arrasate, January 2025