

QUALITY, HEALTH AND SAFETY AND ENVIRONMENT POLICY

At Tecnopol Sistemas S.L.U. we believe that compliance with quality, health and safety, respect and sustainability of the environment, the fight against climate change, innovation, competitiveness and social responsibility represent the key elements of a company's success. These values are essential to generate trust and to distinguish a company in its commitment to offer products and services that contribute to improving people's quality of life.

Tecnopol also aims to enhance and consolidate its position as a world leader in the development, production, marketing and technical assistance of chemical products and system solutions for construction and industry.

To achieve this goal, with lasting and sustainable results, Tecnopol adopts the Mapei group's Quality, Health and Safety, and Environment Policy, described in the following principles, together with the requirements of the BBA standard, CE Marking and ISO 9001, to which all members of our organization are committed.

CULTURE OF QUALITY AND ORIENTATION TO THE SATISFACTION AND NEEDS OF CUSTOMERS AND STAKEHOLDERS

- Know, interpret and meet the needs of customers and stakeholders, also taking into account the applicable legal requirements.
- Consider as key indicators of our success the satisfaction, appreciation and loyalty of customers and stakeholders to our company and our products.
- Develop and maintain strong and constructive collaborative relationships with suppliers, customers, operators, trade associations, local communities, scientific and technical institutions, and other stakeholders, in order to establish mutual benefits.
- Communicate our Policy through information activities, training sessions and awareness campaigns to employees, customers, suppliers and, where appropriate, any other interested party.

HEALTH AND SAFETY CULTURE

- Safeguarding the health and safety of employees and stakeholders is a key priority for the long-term success of the company, which is carried out with constant investment in resources, improving the performance of processes and products in accordance with mandatory and voluntary standards and relevant legislation.
- Promote regulatory compliance and legislation and, as far as possible, promote the continuous improvement of its management and efficiency.
- Develop and implement a health and safety management system for the prevention of injury and illness by managing health and safety risks.
- Improve safe behaviors and actions, through the promotion of cultural change to a safety-oriented organization.

RESPONSIBILITY TO THE ENVIRONMENT AND THE COMMUNITY

- Safeguard natural resources throughout the life cycle of our products and plan activities aimed at environmental sustainability and social responsibility.
- Develop and implement an environmental management system in support of the prevention of pollution, the minimization of environmental impacts and the effective use of resources in relation to its activities, products and services, and in accordance with the legislation in force at all times.
- Minimize the use of raw materials that are hazardous to humans and the environment, focusing on environmentally friendly ingredients and avoiding highly toxic materials.
- Measure and document performance using life cycle assessment methodology, environmental product declarations, and sustainability reporting.

COMMITMENT TO CONTINUOUS IMPROVEMENT AND INNOVATION

- Anticipate market developments, always being at the forefront.
- Integrate into the business culture the aptitude for improvement, understood as the development of knowledge and skills of employees and as innovation of products and services.
- Provide information and training activities for staff, operators and customers.

FOCUS ON PROCESSES, OBJECTIVES AND RESULTS

- Manage processes following the PDCA (Plan, Do, Check, Act) approach and evaluate their adequacy in order to ensure the achievement of objectives with an efficient use of resources.
- Make decisions based on the analysis and evaluation of data and information on the market situation, the performance of processes and products.

STAFF GROWTH AND ENGAGEMENT

- Training, commitment and qualification of employees so that they are able to work autonomously and responsibly, while promoting interdepartmental collaboration to strengthen "team spirit", with the aim of creating value for the company and customers.
- To promote the consultation and participation of workers in the improvement of the health and safety conditions of the workplaces and the improvement and protection of the environment.

COMMITMENT TO ETHICS AND TRANSPARENCY

- Respect the principles and values expressed in the Mapei Code of Ethics, to which all employees must refer in order to establish relationships and conduct activities with the different stakeholders (customers, suppliers, public administration, employees, etc.).
- Operate in accordance with these principles in all countries in which the company operates, extending them to the entire related supply chain.

Board Member

Francesc Busquets

June 2024
Tecnopol Sistemas, S.L.U.