



Teknia Integrated Policy

At Teknia Group we are committed to Operational Excellence in all our activities, promoting continuous improvement in our areas of **Health and Safety, Environment, Quality, Information Security and Energy Efficiency**.

Our objectives are:

- Ensure safe and healthy working conditions for all people: employees, suppliers, and external personnel working in our facilities.
- Protect the environment and reduce the environmental impact of our products and our activities, while also improving our energy performance.
- Ensure the complete satisfaction of our customers through our risk-based approach to fulfilling our commitment to Zero Defects and Zero Delays.
- Safeguard the confidentiality, integrity, and availability of information belonging to both Teknia and our stakeholders, ensuring the security of the information processed.

To do this:

- We comply with current and binding legislation applicable to our activities and stakeholders, as well as with contractual standards, specifications, legal and regulatory requirements, and we also strive toward the highest standards in health and safety, the environment, quality, information security, and energy efficiency.
- We establish Occupational Risk Prevention systems and procedures to ensure safe and healthy working conditions by eliminating hazards and reducing risks in all our activities.
- We promote the participation of our employees in improving our environmental, health and safety performance, product quality, energy performance, and information security through training, information, and consultations. We also support design activities that consider improving performance in any of these areas.
- We promote environmental protection and the reduction of the environmental impact of our products and our activities by preventing pollution and optimizing the consumption of natural resources (water, raw materials) and energy. We also reduce greenhouse gas emissions by incorporating circular economic measures and supporting the purchase of energy-efficient products and services.
- We minimize risks through prevention, establishing quantifiable objectives and goals that allow us to systematically monitor and implement actions for continuous improvement.
- We establish contingency plans for any type of incident that could negatively impact on our organization (incidents related to quality, the environment, occupational safety, information security, and energy efficiency), whether internal or external.



And we commit to:

- We will periodically review this policy to ensure its suitability and effectiveness and distribute it to all our employees. This policy will also be available to all interested parties and the public as a reflection of our commitment to society at www.tekniagroup.com
- Ensure compliance by implementing a cascading rollout at all levels of the organization, accompanied by periodic training to ensure understanding and awareness.
- Provide the appropriate means and resources for the proper functioning of the Comprehensive Management System, including periodic internal and external audits.

Madrid, March 18th, 2025

Javier Quesada de Luis
GROUP CEO