

At Gorlan we work with the aim of generating value for all our social participants. We want to be an international reference group in the electricity sector, participating in the technological challenges required by the automation and digitalisation of low-voltage networks, and promoting the development of clean energies to create a new, more sustainable energy era.

We consider quality, environmental protection, and the health and safety of our employees and partners to be fundamental values of the organization. There is nothing more important than the safety and health of our employees and partners, which should never be compromised by any other business decision. That is why we are committed to ensuring safe and healthy working conditions for the prevention of injuries and deterioration of health.

We believe in the following principles to guide our actions:

- **Leadership spirit:** we lead through exemplarity, resource allocation, integration of quality, environment, and health and safety into every business decision, and active participation in system activities.
- **Customer at the center:** we seek to provide standards of excellence to our customers, understanding at all times their needs and expectations to deliver products and services to their complete satisfaction.
- **Committed to our employees:** we encourage the involvement of staff, as well as their representatives, through consultation and participation, internal communication, training and recognition. Each person is responsible for their own and others' safety, environmental protection, including pollution prevention, and the satisfaction of our customers.
- **Focus on processes and risks:** we manage our activities as interrelated processes working as a system. We are committed to reducing risks, especially those related to health and safety.
- **Compliance with legal and other requirements:** we identify and verify compliance with legal and other requirements to which we subscribe.
- **Mutually beneficial relationships with other agents:** we deploy our system to other agents (suppliers, partners, etc.) in order to make them participate in our objectives and achieve a better collaboration to achieve them.
- **Continuous improvement:** through monitoring, event investigation, inspections and audits, monitoring of objectives and indicators, and system reviews by management, we continuously improve our quality, environmental, and health and safety performance.

This Policy serves as a guide for the Gorlan group's integrated management system. The local management will promote the application of the principles set out herein to all the group's personnel and, where appropriate, to external personnel.



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