



MANAGEMENT POLICY

CYCASA CANTERAS Y CONSTRUCCIONES S.A. dedicates its industrial activity to:

1. Construction of Civil and/or Industrial Works.
2. Construction of Railway Works.
3. Construction of Building Work.
4. Service contracts for the conservation and maintenance of roads, tracks, motorways, dual carriageways, roads and railways. (Group O2, RD 1098/2001)
5. Extraction of stone material, crushing, grinding and classification for the production and subsequent marketing of aggregates for the construction industry.

The Management of **CYCASA CANTERAS Y CONSTRUCCIONES S.A.** considers and declares the following as the strategic objectives of its management of Quality, Safety, Environmental Management and *Compliance*:

- Achieve full (internal and external) customer satisfaction through strict compliance with contracted requirements, with an understanding of the internal and external context, and the risks and opportunities involved, for all stakeholders concerned.
- Comply on time with national and international legal regulations, applicable to all company activities; especially in the areas of contracts, quality, health and safety at work and environmental management, avoiding any criminal offence; as well as those voluntary requirements that the organisation has subscribed to.
- Achieve maximum motivation and awareness of Quality, Health and Safety at Work, Environmental Management and *Compliance* in all its collaborators and those who act on its behalf.
- Provide a framework for setting environmental objectives, as well as include a commitment to continuously improve environmental management.
- Establish health (physical, mental and social wellbeing) as a strategic element and starting point for the development and management of the competencies of its people.
- Assume full responsibility and accountability for preventing injuries and ill health at work, and for providing safe and healthy workplaces and activities.
- Achieve a high level and culture of safety and health in the workplace, aimed at continuous improvement of people and their performance in the organization and in the company, within the framework of the principles of Law 31/1995.
- Ensure the involvement and information of all its workers, as well as their right to be consulted throughout the process of implementing the OSH system.
- Cooperate in the sustainable growth of its environment, through the application of pollution prevention and the minimisation of energy consumption in all its activities and in all the environments in which it operates.
- Regulate and promote a working environment in which equality is a reality and in no case allow conduct related to or caused by gender stereotypes.

To achieve these objectives, it is the policy of the Management of **CYCASA CANTERAS Y CONSTRUCCIONES S.A.** lead and promote the implementation of the following actions:

- Establish and maintain, as documented information, an effective and efficient Quality, Safety and Health at Work and Environmental Management System, planned and developed, together with the rest of the Management's functions, within a process of continuous improvement.
- Within the framework of this System, guarantee that the determination of the conformity of the work and its activities to the contractual and regulatory requirements will always be supported by objective results and evidence.
- To define and communicate, on an annual basis, the Quality, Safety and Environmental Management objectives, of a quantitative nature, their monitoring and half-yearly review through the Management Committee meetings provided for in the System.
- Disseminate and communicate to all Company personnel and those acting on its behalf the organisation's Quality, Safety, Environmental and *Compliance* Objectives and Policy, and any amendments thereto.
- In order to prevent criminal offences, establish a system of criminal law compliance that contains, at least, the risk map, the process map, the action plan and a follow-up report on the measures implemented and their development.
- Ensure business relationships based on values of honesty and integrity, in strict compliance with the existing standards governing good business practices, promotion, regulations, through *Compliance* policies with customers, suppliers, business partners and the community in general.
- Develop, providing it with the necessary resources, a training / information plan for the whole organization, according to the results of the risk assessments, consultation and communication with workers, interested parties and all those aspects derived from the revisions of the system, which will allow a better and greater awareness and competence in its functions.
- Encourage innovation within the organization through the development of a competency-based management system that also strengthens its human capital.
- Establish goals for the minimisation and revaluation of inert waste or by-products originating from its processes, based on objective data and with economic feasibility.
- Transmit CYCASA's environmental commitment and behaviour to all suppliers of materials/services (subcontractors), working together with them to guarantee the process of continuous improvement of environmental actions.
- Make the Policy, its actions and results available to the public or interested parties.
- Establish and maintain a protocol against sexual and sexist harassment in the work environment, training and informing the whole organisation of the establishment of the latter.

The Quality System, Health and Safety at Work, Environmental Management and *Compliance* of **CYCASA CANTERAS Y CONSTRUCCIONES S.A.** is based on the requirements of the following standards:

- **UNE-EN ISO 9001:2015 / UNE-EN ISO 14001:2015 / ISO 45001:2018 / UNE-EN ISO 19600:2015**

Leónides GUTIERREZ POZO
Chief Executive Officer.

