



POLICY
QUALITY, ENVIRONMENT, AND OCCUPATIONAL HEALTH AND SAFETY TELEVES S.A.U.

Televes is a leading company in the design, development, production and after sales service of electronic and mechanical equipment and systems for telecommunications infrastructure in the digital home, buildings and smart cities, including equipment and systems for the Hospitality, Healthcare and Professional LED lighting fields.

Throughout its history, Televes has proven its capacity to combine developing an efficient and competitive business model with environmental protection, healthy and safe work conditions to prevent worker injury and health issues, and contributing to the economic and social development of the areas where it operates.

Aware of the importance of Quality, the Environment, and Occupational Health and Safety, the company has implemented an effective and efficient integrated management system, thus benefiting stakeholders; Management is committed to continuous improvement, including results on environmental monitoring and protection, preventing contamination, compliance with applicable legislation and regulations as well as other requirements endorsed by the company, eliminating hazards and reducing occupational health and safety risks, ensuring consultation of and participation from workers; and also adapting to changes by implementing the relevant actions and by reporting to competent authorities in order to address the risks and opportunities covered by the scope of the management system.

To put this into practice, Televes undertakes to comply with and enforce the following principles which underpin our Quality, Environment, and Occupational Health and Safety Policy:

1. Consider the needs and expectations of stakeholders to determine the requirements and specifications of the integrated system so we can design and manufacture equipment and solutions accordingly, and in compliance with applicable legal and regulatory standards and requirements regarding quality, the environment, and occupational health and safety.
2. Innovate to remain at the international forefront and to offer solutions in new markets, in a highly competitive, technology-intense sector, not only as a corporate need but as a need shared with our stakeholders (customers, partners, government), evolving products according to standard and with the strictest quality and reliability guarantees in addition to protecting the intellectual capital developed.
3. Promote R&D+i to identify area of action to minimize the environmental impact of our products and services throughout their life cycle, including consumption of resources, reducing the environmental impact of raw materials and our manufacturing process, efficient distribution, energy consumption and/or waste management at the end of the life cycle of our products.
4. Invest, restructure and modernize machinery and facilities to increase manufacturing flexibility in order to cover the changing needs of our demand, and so we can manufacture the new technologies developed with guaranteed quality and reliability. Take into account that they should be energy efficient to reduce energy consumption and the resulting impact on local air quality, the greenhouse effect, and protecting the land and water resources. Also consider the Health and Safety risks/opportunities in these investments to ensure that working conditions are safe.
5. Consider quality, environmental protection, and Occupational Health and Safety as factors that must be present in our activities; ensuring all our employees are responsible for this. Excellent human resources is one of our values; we have qualified personnel with a capacity for lifelong learning.
6. Raise awareness and commitment among personnel on issues related to quality, the environment, and Occupational Health and Safety through training and sharing pertinent information.
7. Instill continuous improvement, teamwork and actions to address risks and opportunities as standard business conduct. The integrated management system is prepared and maintained in a way geared towards preventing rather than correcting breaches, with special emphasis on strengthening processes to improve control so that this leads to results with fewer incidents, a lower environmental impact, and minimization of Occupational Health and

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Safety incidents. Measurable and achievable improvement targets are set regularly. They will help define how we should focus our efforts as an Organization.

8. Dedicated comprehensive technical assistance and after sales program. As customers give meaning to our work, we offer intensive training programs for professionals in our sector which help make our brand a benchmark.

9. Identify potential sources of environmental and Occupational Health and Safety hazards from our activity in order to prevent them and remedy them should they hypothetically arise. We have an environmental and Occupational Health and Safety risk identification and assessment process to obtain objective information on potential risks that could arise from our activity.

10. Ensure this policy, the scope, and the other information deemed pertinent in the integrated management system are made available to stakeholders through different communication channels.

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