

TORNILLERIA DEBA S.A.L. UNDERSTANDS THAT TO FACE THE CHALLENGES IMPOSED BY CURRENT MODERN INDUSTRIAL COMPETITIVENESS, QUALITY, THE PREVENTION OF POLLUTION AND OCCUPATIONAL RISKS, AND PRODUCTIVITY ARE CONCEPTS THAT APPEAR AS INSEPARABLE AND STRATEGIC VARIABLES IN THE COMPANY'S MANAGEMENT.

CONSEQUENTLY, MANAGEMENT WISHES TO IMPLEMENT A PROGRAMME AS PART OF A COMPREHENSIVE MANAGEMENT PLAN INTEGRATED IN ALL PROCESSES WITH THE AIM OF OBTAINING RESULTS IN LINE WITH THE REQUIREMENTS DEMANDED BY CUSTOMERS AND LEGISLATION, AND THAT ARE ENVIRONMENTALLY FRIENDLY.

To achieve these objectives, **Tornillería Deba, S.A.L.'s** management provides the organisation the necessary resources and has established a policy that is based on the following principles:

- Meet the requirements of stakeholders (customers, the environment, suppliers, staff, administrations, owners) and obtain the highest levels of satisfaction.
- Implement an Integrated Quality, Environmental and Occupational Risk Prevention Management System that is a reference for all staff at **Tornillería Deba, S.A.L.** in their work.
- Comply with the legislation applicable to the work carried out at the centre, as well as other regulatory requirements considered appropriate for the organisation, through continuous adaptation to the same.
- Commitment to promoting continuous management improvement through the engagement, motivation, participation and responsibility of all employees who help detect needs and achieve objectives. To this end, channels of communication and information are available to enable workers' right to consultation.
- Increase worker's awareness of the established quality requirements, the environmental criteria implemented and occupational risk prevention through appropriate training.
- Provide the framework to establish and review the Quality, Environmental and Occupational Health and Safety objectives and goals.
- Adopt a commitment to prevent pollution, injuries and damage to health, integrating it into our working methods and procedures, and detecting risk situations and their origin through the application of appropriate techniques and implementing the corrective actions that may be necessary and feasible.
- This policy is communicated to our staff and contractors, and is available to all stakeholders.

Our thanks in advance for supporting this policy

Signed: Peio Andrinua



MANAGING DIRECTOR TORNILLERIA DEBA S.A.L.
Bergara, 1 October 2023