

All *Venair group*, lead by Top Management, acquires the following commitments:

CORPORATE CULTURA

- Quality concerns us all, avoiding errors to the final product is a must for all of us.
- Our goal is to achieve excellence in everything we do. We may not yet be the number one, but we want to be it.
- We watch for compliance of internal behaviour rules and good work environment.

SANITARY SAFETY

- Safety of all interested parties is placed before to any activity carried out by the company that may implies in a risk in terms of health safety.
- We adapt the stablished protocols of health authorities to guaranty the safety of employers, subcontractors and external visitors.

ORGANIZATION CONTEXT

- We know our organization context and we determine risks and opportunities to reach continuous improvement in our achievement and can offer maximum quality products.
- We identify all interested parts for satisfy their needs and expectations.

INTERESTED PARTS**CUSTOMERS**

- Clients are our main active and for that, *Venair group* is committed to meet their needs and look after their interests.
- Satisfying our clients is our main goal and, therefore, our process should be focused on achieving it.
- We keep a constant control to guarantee the fulfillment of the needs and expectations of our clients.

SUPPLIERS

- Collaboration and commitment with our suppliers is necessary to create sustainable value for our customers.
- To do so, strategic agreements in relation to quality, cost, service and innovation are established.

EMPLOYEES

- The Company promotes proactivity and collaboration between peers by means of formation, communication, and awareness of the employees.
- For the implementation and development of this Policy we guarantee the adequate skills and competences. At the same time, we promote awareness and ongoing training of all our staff and subcontractors.

SOCIETY

- We promptly comply with the laws and regulations related to products, environmental aspects and security of our employees.
- The Company is respectful to the cultures and traditions of all nations where *Venair group* develops its activity. In the same way, it contributes to their economic and social development.

SHAREHOLDERS

- Our investments are focused on growth and improvement in productivity as a lever to increase profitability.
- We analyze the market and the national and international financial situation, in order to make the best investment decisions, and achieve an optimal balance between profitability and risk.

INNOVATION

- We work to know the market, trends, environment, current and future needs of your customers.
- We innovate to increase the added value of our products in order to offer the best possible solution to our customers.
- We are committed to a culture of innovation as a strategic instrument that allows us to be more competitive and have more sustainable development.
- We believe that innovation is the basis for business growth.

ENVIRONMENT

- We respect the environment and we are focused on sustainable development in order to not compromise the needs of the future generations.
- We work to achieve 100% reuse of the waste generated in our production process.
- Efficient energy management and energy self-consumption.
- We work to develop more efficient and environmentally friendly products.
- We consider and evaluate periodically the environmental aspects of all processed to minimize the environmental impact of the Company activities and its products.

SECURITY

- We are committed to providing our employees a safe and healthy workplace.
- For this reason, we adopt preventive measures to identify, control and/or eliminate significant risks in the safety and health of our employees. Our goal is to achieve a total absence of accidents and diseases in the workplace.

Our Company takes the above as a guarantee of survival and growth.

Andreu Fernández

45481607G
ANDRÉS
FERNÁNDEZ
(C:A58119934)

Firmado digitalmente
por 45481607G
ANDRÉS FERNÁNDEZ
(C:A58119934)
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Venair group Top Management

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