



Quality, Environmental and Occupational Health & Safety Policy

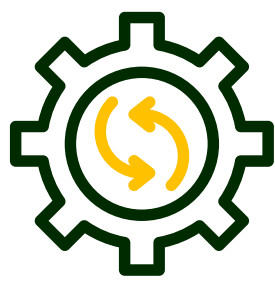
At **ACTECO PRODUCTOS Y SERVICIOS S.L.** (ACTECO), our mission is to be the benchmark company in the comprehensive management, recovery and recycling of waste, creating value for our customers in a responsible and sustainable manner.

To achieve this, we are committed to a culture inspired by the values that have made us a strong, transparent and reliable company, with a clear customer-focused approach.

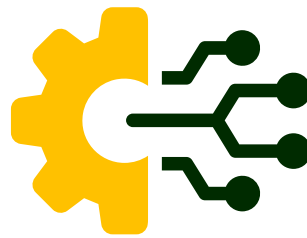
Our Values



**Together,
we can**



**Everything
is possible**



**We create
the future**



**Professionalism
as our hallmark**

As a result of ACTECO's commitment to our customers, employees and stakeholders, we have adopted a Management System based on the international standards UNE-EN ISO 14001 and UNE-EN ISO 45001 for the activities carried out at our headquarters in Ibi, as well as the UNE-EN ISO 9001 standard for the activities of our plants in Ibi, Calatayud and Morata de Jiloca, and UNE-EN ISO 45001 for the activities of our plants in Ibi and Sax.

This system is designed to ensure the quality, reliability and effectiveness of our processes and activities; to prevent, control and minimise environmental impact by promoting environmental protection and respect for the environment; and to guarantee safe and healthy working conditions for the entire organisation and its collaborators. It also seeks to ensure compliance with the Ten Principles of the United Nations Global Compact and to promote initiatives that contribute to the achievement of the United Nations Sustainable Development Goals (2030 Agenda).

Quality, Environmental and Occupational Health & Safety Policy

Through this Policy, we commit to:

- ✓ Define the standards, principles and procedures of good corporate governance that enable us to build a solid, responsible and transparent organisation that creates value for all stakeholders.
- ✓ Strive to meet the requirements of our various stakeholders and analyse their needs and expectations, working to provide the best customer experience. ACTECO has various communication channels available and accessible to inform, engage and maintain ongoing dialogue and transparent information management with its stakeholders.
- ✓ Promote the continuous improvement of our environmental performance and Quality Management System by managing activities based on defined and controlled processes in order to meet customer requirements for the products and services provided, while committing to minimise the environmental impact of our activities.
- ✓ Ensure that our activities comply with legal and other applicable requirements, as well as any voluntary commitments subscribed to by the organisation in the areas of environment, health and safety, sustainability and quality, by establishing a system for identifying, monitoring, controlling and evaluating compliance.
- ✓ Foster a strong preventive culture based on visible leadership, shared responsibility and the active participation of all employees, promoting safe behaviours and integrating prevention into all company activities and levels.
- ✓ Establish objectives, targets and programmes, reviewing them through a continuous improvement approach and aligning them with the organisation's purpose and context in support of its strategic direction.
- ✓ Eliminate hazards and reduce Occupational Health and Safety (OH&S) risks. Provide safe and healthy working environments, promoting the comprehensive health and safety of employees. This includes not only the prevention of injuries, incidents and occupational diseases, but also the identification, assessment and control of psychosocial risks, fostering physical, mental and social well-being in the workplace and extending this approach to partner companies through business coordination activities.
- ✓ Ensure continuous training, information and awareness for employees and collaborators regarding occupational health and safety, environmental matters and sustainability, ensuring they are competent to perform their duties safely and encouraging the improvement of preventive behaviours in accordance with internal procedures.
- ✓ Develop an environmental management system that identifies and evaluates the significant environmental aspects associated with our activities throughout their life cycle, including both direct and indirect impacts. This approach drives continuous improvement within ACTECO and promotes the integration of sustainability criteria into supplier and subcontractor management, thereby strengthening a responsible value chain.
- ✓ Integrate occupational health and safety, and sustainability into change management processes by systematically considering the impacts, risks and opportunities arising from organisational, technical, operational or process changes before their implementation.
- ✓ Protect the environment, including the prevention of pollution; contribute to climate change mitigation and improve air quality by reducing the consumption of non-renewable or scarce resources; provide support and awareness-raising measures; and implement reduction, reuse and recycling initiatives in both industrial facilities and offices. Integrate climate change adaptation into risk management and business continuity plans.
- ✓ Promote information, participation and consultation of employees and their representatives in order to identify opportunities and ensure the effectiveness of the Management System.
- ✓ Foster an inclusive and respectful working environment that guarantees equal opportunities, non-discrimination and respect for diversity in the workplace, encouraging personal development and commitment to the Organisation. Likewise, protect particularly sensitive employees by adapting working conditions and ensuring the protection of their health throughout their working lives.
- ✓ Explicitly and directly reject any conduct or activity associated with corruption, bribery or similar practices, promoting transparency, business ethics and responsible decision-making at all times, including tax transparency by ensuring the existence of a tax compliance model based on sound, transparent tax practices that supports a fair tax contribution.

These commitments reflect ACTECO's determination to integrate safety, health, people's well-being, environmental protection and sustainability as essential and strategic values of the organisation.

ACTECO encourages the commitment of all employees to comply with these principles and provides the resources necessary to establish, implement, maintain and continuously improve the Management System. This Quality, Environment and Occupational Health and Safety Policy is established as a fundamental element of the Management System under the leadership of General Management. It is communicated to all stakeholders to ensure the involvement of all personnel and is reviewed periodically.

Jorge Ramis Valls
General Management

Ibi, January 2026