

HSQE POLICY

At **Applus+** we develop and make use of our technical skills concerning testing, inspection, certification, engineering and assessment activities to promote the innovation, development, quality, maintenance and safety of industrial and consumer products, vehicles, services and facilities. While doing so, we preserve our business goals and we aim at achieving customer satisfaction, as well as the satisfaction of our shareholders and that of all the company members. Likewise, we are intended to fulfil the commitments undertaken with the relevant interested parties.

A great importance is placed on ensuring appropriate Health, Safety, Quality & Environmental processes are implemented that ensure **compliance** to the appropriate governing **standards** as well as **applicable legislative**, regulatory and customer-based requirements.

Our commitment to continual improvement is demonstrated through **targets and objectives** that are set annually and its achievement is followed up by the management through the implementation and monitoring of the HSQE management system to look for operational excellence. These objectives are aligned and coherent with the context of the organization, the intended results and requirements of our relevant interested parties. This helps to increase the focus on key areas such as customer satisfaction and development of staff competencies, which in turn will lead to a better level of service for our clients.

The core principle of this policy focuses on the **promotion of continuous improvement in a safe, healthy and sustainable environment** which is based on and defined with the following criteria:

- Tendency to create **sustainable value** based on **profitability** and on sustainable **profits**, while avoiding costs derived from defective works, delays and from any activity which in general does not provide any real added value.
- Have a **systematic approach** to HSQE management to ensure **compliance with the legislation applicable** to the country of operations as well as any other stipulated requirements as demanded by the scope of work provided
- **Efficiency and excellence** in the company's internal management so as to develop and implement an **integrated HSQE management system** which covers occupational risk prevention, economic, technical, legal and social issues, as well as environmental protection. Such system shall be based on corporate guidelines and international criteria and includes continual improvement in the management and performance of our HSQE system.
- Requirements concerning rigor, impartiality, confidentiality and truthfulness at all levels in our professional activities; a principle based on **independence** and on corporate values included in our Code of Ethics.
- Priority to the **preventive approach** as opposed to the corrective approach when developing processes while ensuring our employees' **health and safety** as well as that of contractors and interested parties that fall under the organization's duty of care through proper planning and communication. This includes regular review and mitigations of associated risks and hazards utilizing the hierarchy of control measures.
- Safeguarding the security and well-being of its personnel, equipment and facilities as well as ensuring the security of information possessed by Applus+; particularly those deemed of a sensitive or confidential nature.
- Adoption of measures to reduce any **environmental** damage and environmental pollution as well as efficient use of resources as a result of our activities and those of our suppliers and contractors.
- Leadership and commitment with our human staff, while fostering **team work, consultation and the participation** of employees at all company levels so as to become an attractive organization full of company-proud members. Creating an atmosphere in which employees can combine their personal and professional life while developing their professional potential skills and potential.
- Promotion and support to **social** initiatives which might lead to cultural development and to an improvement of social conditions such as the prevention of child labour, anti-slavery and human-trafficking.

- Provision of state-of-the-art technical means, while especially promoting and supporting the use of **new technologies** as a tool to foster changes and continuous improvement.
- Promotion to **innovation**, including research and development activities, while fostering the collaboration and knowledge exchange with other bodies concerning projects of mutual interest.
- Collaboration with **customers and suppliers**, fostering relations based on trust, honesty, openness and mutual respect, and adopting processes and organizational structures which might facilitate our relations with them and help us meet their expectations.
- **Truthful and open dissemination** of the company's achievements and future plans.

All **Applus+** members must acknowledge review of and compliance with this policy, which shall be implemented by means of a documented system available for all the concerned parties and which is reviewed periodically to ensure that it remains relevant and appropriate.



Joan Amigó
CEO

July 2022