

Corporate Social Responsibility



Approved

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Addressee/s All

1 Introduction _____ 5

1.1 Goal _____ 5

1.2 Scope _____ 5

1.3 Compliance _____ 5

1.4 Communication and spreading _____ 5

2 Approach _____ 6

3	Philosophy	6
4	Corporate ethics	6
4.1	Corporate integrity	6
4.2	No to inappropriate advantages	7
4.3	Disclosure of information	7
4.4	Intellectual property	7
4.5	Fair business, advertising, and competition	7
4.6	Protection of identity and absence of retaliation	7
4.7	Privacy	7
5	Management system	8
5.1	Corporate commitment	8
5.2	Directors' responsibility	8
5.3	Innovation as a chief goal	8
5.4	Technological assets	9
5.5	Legal, discretionary and customers' requirements	9
5.6	Relationship with the customers	9
5.7	Corporate image and reputation	10
5.8	Risk assessment and management	10
5.9	Continuous improvement goal	10
5.10	Qualification	10
5.11	Communication	10
5.12	Audits and assessment	10
5.13	Corrective actions	11
5.14	Documents	11
5.15	Relationship with the providers	11
6	Commitments	14

6.1	Sustainability _____	15
6.2	Working conditions _____	15
6.2.1	Freely chosen work _____	16
6.2.1	Child exploitation _____	16
6.2.2	Working hours _____	16
6.2.3	Salaries and benefits _____	16
6.2.4	Humane treatment _____	17
6.2.5	No discrimination _____	17
6.2.6	Freedom of association _____	17
6.2.7	Work-life balance _____	17
6.3	Health and safety _____	17
6.3.1	Occupational safety _____	18
6.3.2	Preparation for emergencies _____	18
6.3.3	Work-related injuries and illnesses _____	18
6.3.4	Occupational hygiene _____	18
6.3.5	Physically demanding work _____	19
6.3.6	Protection of machines _____	19
6.3.7	Healthiness _____	19
6.3.8	Communication for health and safety _____	19
6.4	Environmental performance _____	19
6.4.1	Environmental permissions and reports _____	19
6.4.2	Prevention of pollution and reduction of resources _____	20
6.4.3	Hazardous substances _____	20
6.4.4	Waste _____	20
6.4.5	Energy consumption and greenhouse gas emissions _____	20
7	Regulatory compliance _____	20

1 Introduction

1.1 Goal

This document is the general manual for the commitment made by Innova-tsn in the field of Corporate Government Policy and Corporate Social Responsibility Policy for the development and formal expression of the values, principles, attitudes, and rules governing the organisation's conduct and that of the people subject thereto in the fulfilment of their duties and in their work, commercial and professional relationships, with the purpose of establishing a universally accepted corporate ethics.

1.2 Scope

This document is addressed to and binds the following "concerned people":

- The members of the company's board of directors.
- Innova-tsn's officers and workers ("Employees"), regardless of the type of contract that determines their bonds to the company, hierarchical position or place they provide their services in.

1.3 Compliance

The concerned people are obliged to comply with what this code establishes, to respect the values and principles in it and to follow the attitudes and ethical behaviour rules it establishes.

Failure to comply this may lead to infringements provided for in labour and corporate law in the applicable terms.

Innova-tsn's management body members, Senior Offices and officers will use all available means to comply with and enforce what this document establishes between all employees.

Likewise, the organisation will promote socially responsible acts through social and collaborative actions, selection and hiring processes, actions between its customers, providers and, in short, between collaborating entities and companies, as well as between public administrations under the terms of this document and development dispositions.

1.4 Communication and spreading

Innova-tsn communicates and spreads its Corporate Responsibility policy among concerned people, employees, customers, providers and third parties that may have some interest in it by means of its publication on the corporate website.

Moreover, the document is permanently available for all Employees at Community – Documents of General Interest – Compliance – Documents/Related.

2 Approach

In the social and economic context we live, characterised by the growing interconnection between players, the influence of our actions is notably larger. Therefore, the company's responsibility for making decisions whose results affect different groups (customers, employees, providers, company, and shareholders) is greater.

It is necessary to create a framework for mutual trust, fundamental for the company to develop in its many aspects, especially economically and corporately. This framework of trust should become a vital element for companies to increase and sustain their competitiveness.

To exert the company's social responsibility requires the creation of a framework where production can grow sustainably with more and better jobs and greater social cohesion.

3 Philosophy

In accord with the Club de la Excelencia en Sostenibilidad (Sustainability Excellence Club), Innova-tsn's corporate philosophy is based on key aspects, such as:

- Responsible competitiveness and innovation in products and services.
- Social action.
- Dialogue with groups of interest.
- Corporate government and ethical management.
- Environmental preservation and improvement.
- Work-life balance.
- Equality of opportunities for special needs groups.

4 Corporate ethics

To fulfill social responsibilities and succeed in the market, Innova-tsn takes the following ethical rules as their own:

4.1 Corporate integrity

The strictest integrity rules will be observed in all corporate activities. Innova-tsn declares to have a zero-tolerance policy towards any form of bribery, corruption, extortion, and embezzlement.

Innova-tsn has a Criminal Compliance system which ensures that all the company's activities are carried out transparently and properly recorded in the books and registers.

4.2 No to inappropriate advantages

No bribery or other ways to obtain inappropriate advantages will be promised, offered, authorised, given, or accepted. This prohibition includes promising, offering, authorising, giving, or accepting any valuable item, directly or indirectly through a third party, in order to obtain or keep a business, lead a business towards a certain person or get an inappropriate advantage.

4.3 Disclosure of information

Information concerning Innova-tsn's people, health and safety, environmental practices, sales activities, customers, and work done for them, structure, financial situation, and performance will be handled and spread always according to the regulations in force and the sector's prevailing practices, as well as to the contracts agreed between its customers.

The falsification of recordings or of the conditions or practices while performing the Company's activities is considered unacceptable.

4.4 Intellectual property

Intellectual property rights will be respected; technology and knowledge will be transferred so intellectual property rights are protected; customers' information will be protected.

4.5 Fair business, advertising, and competition

Fair business, advertising and competition rules will be upheld. The appropriate means to protect customers' information must be available.

4.6 Protection of identity and absence of retaliation

An internal allegation tool will be implemented (Allegation Channel) to ensure denouncers' confidentiality, anonymity, and protection, unless it is prohibited by law or it is the denouncer's will not to remain anonymous. Innova-tsn will facilitate an appropriate communication process so that its employees can raise any matter without fear of retaliation.

4.7 Privacy

Innova-tsn commits itself to protecting the privacy expectations of the personal information of all those it makes business with, including providers, customers, consumers and employees, as well as to complying with the current regulation concerning data protection, privacy and IT security. It also commits itself to complying with the mandatory requirements when personal information is received, stored, processed, communicated, and shared.

5 Management system

Innova-tsn implements and keeps a quality management system in accordance with the ISO 9001 and ISO 14001 standards, whose scope is related to the contents of this code. The comprehensive management system seeks to ensure:

- Compliance with the laws, regulations, and requirements both of the customers and the rest of stakeholders related to the operations in the projects and services it carries out.
- Accordance with this code and the rest of models and compliance policies assumed by the organisation (Criminal Compliance, Personal Data Protection, etc.).
- Continuous improvement.

In this sense, the company's quality management system provides:

5.1 Corporate commitment

The company's corporate social responsibility policy reasserts Innova-tsn's commitment to complying with the requirements, either legal or discretionary, that affect it. Besides, it is fully backed by the management board, as stated in its Environment and Quality Policy, which is published in the premises of the office and accessible by all stakeholders at the company's website.

5.2 Directors' responsibility

The company's directors' commitment to the management is total and embodied in the managers' identification to ensure the implementation of the management systems and associated programs.

The directors regularly review the state of the management system through the results of the annual audits (internal and external) and during the annual review meetings.

5.3 Innovation as a chief goal

Innova-tsn considers innovation an indispensable attitude for the current corporate management and one of the main means to improve its competitive position in the market.

Innova-tsn promotes the continuous improvement of its products, processes and services, not only technological ones, but of any other kind. For this purpose, the company will promote methodologies aimed at the achievement of this goal in both internal processes and activities and those directly related to the product's life cycle in project management and the provision of technological services.

5.4 Technological assets

Innova-tsn regards information and technological knowledge as one of its main assets and indispensable for its leadership. Therefore, they are under special protection.

In this regard, the organisation will carry out all the necessary actions with the purpose of protecting the information and technological knowledge according to IT security and data protection precepts.

Employees shall protect and take care of the information and technological knowledge they have access to, using just what is necessary to perform their duties correctly, in a responsible and efficient way and adapted to their professional activity, while complying with the current authorization procedures for their publication.

Employees must protect and preserve the information and technological knowledge from any misuse which may harm Innova-tsn's interests. They must communicate, through the provided channels (including the Allegation Channel), the breach of the industrial or intellectual property rights to their names.

5.5 Legal, discretionary and customers' requirements

The integrated quality and environment management system and the compliance model (criminal, data protection) provides for the procedures which allow to identify, supervise, and understand the applicable laws, customers' and institutions' regulations and requirements, including this code's requirements which Innova-tsn self-imposes with a view to improve and ensure quality.

5.6 Relationship with the customers

Innova-tsn's goal is to meet its customers' needs and expectations in an optimal, trustworthy, and competitive way.

For this purpose, Employees shall promote to establish lasting trade relationships with their customers based on a permanent attitude of service, trust, and contribution with value. Therefore, they shall develop solutions that exceed their expectations and do not entail risks for their health or safety. They shall respect the commitments made, they shall communicate any change in the agreements duly in advance and they shall keep a strong commitment to honesty, professional responsibility, and transparency towards them, above the compliance with legal standards.

Innova-tsn will ensure the confidentiality of its customers' data, making a commitment not to disclose them to third parties, unless under the customer's consent or obliged by law or to comply with a court or administrative decision.

The contents of this document concerning customers will be attached, when applicable, to the contracts held between them.

5.7 Corporate image and reputation

Innova-tsn regards its corporate image and reputation as one of its most valuable assets to preserve the trust of its shareholders, employees, customers, providers, authorities and of the company as a whole.

Employees shall be most careful in protecting Innova-tsn's image and reputation in all their professional activities.

5.8 Risk assessment and management

Innova-tsn sets and shares with its Employees a series of procedures to identify criminal compliance risks, environment, health and safety risks and risks concerning working and ethical practice linked to the Company's operations.

Risk assessment and management is based on determining the relative importance of each type of risk (classification), as well as the implementation of physical controls or procedures to monitor the identified risks and ensure the applicable rules are fulfilled.

5.9 Continuous improvement goal

Innova-tsn sets annual performance goals, implementation goals and plans to improve the Company's social and environmental performance, including a regular assessment of the organisation's performance in order to achieve said goals.

5.10 Qualification

Innova-tsn defines and executes qualification programmes for its Employees with the purpose of implementing the Company's improvement policies, procedures and aims and complying with the legal regulations and requirements. This also includes its team's growth and professional evolution goals.

5.11 Communication

Innova-tsn sets continuous processes to assess the Employees' understanding of the practices and conditions this policy includes and obtain their opinions, as well as to promote continuous improvement.

5.12 Audits and assessment

Innova-tsn schedules and executes regular assessments to ensure the criminal and regulatory requirements of this policy and its ethical code are met, as well as its customers' contract requirements concerning social and environmental responsibility.

5.13 Corrective actions

Innova-tsn sets a process for the appropriate correction of defects identified as nonconformities by internal or external assessments, inspections, enquiries, and reviews, as well as the identification and management of risks with the aim of minimising their possible impact if they occur.

5.14 Documents

Innova-tsn's management system includes the creation and maintenance of documents and registers to ensure regulatory compliance and compliance with the Company's requirements, together with an adequate confidentiality to protect privacy.

5.15 Relationship with the providers

Innova-tsn regards as fundamental to ensure the quality of the products and services it acquires by means of the checking and assessment of their providers, both in the product delivered and in the compliance with the applicable legal requirements, for which it strives and pursues that its suppliers are responsible and assume the principles contained in the corporate policy in:

CORPORATE ETHICS

Corruption poses a serious threat to the rule of law and sustainable development around the world. Corruption can be private (between individuals) and public (involving public officials or employees).

The consequences of corruption are numerous and damaging to all organizations, regardless of their size. Some of the most direct consequences are price distortion, increased cost of doing business, and undermined stakeholder confidence.

Public authorities and regulatory bodies have long focused their efforts on combating corruption, resulting in increased regulation with increasingly stringent laws that impact the role of organizations in the fight against corruption.

The international legal framework is constantly evolving, and the rapid development of corporate governance standards around the world has led organizations to consider anti-corruption measures and their compliance programs as essential components of their compliance models as the primary mechanism for preventing misconduct and, where necessary, detecting and remedying it.

In this context, Innova-tsn expects its suppliers to comply at all times with applicable international, national, and local legislation, and to observe the ethical principles governing Innova-tsn's compliance model, of which its Criminal Compliance Policy and Corporate Social Responsibility (published on the website www.Innova-tsn.com) form an integral part, as well as the commitments made in the associated documentation, which they declare to be aware of and which are considered an integral part of the collaboration agreements reached and, at the same time:

- not having promised, offered, delivered, or paid, nor will they do so in the future, either directly or through an intermediary, any undue or unjustified benefit, payment, bribe, gift, or advantage for the purpose of promoting transactions of any kind, and that they will not make any undue payments of any kind to any third party (including employees) in connection with this contract.
- not having promised, offered, delivered, or paid, nor will it do so in the future, either directly or through intermediaries, any value in order to influence the decisions or actions of any third party (including employees), in order to obtain an undue advantage for the LESSEE, or to induce a third party (including employees) to exert influence over the act or decision of a public official or authority, administration, or public entity.
- not having attempted to obtain before, nor will it attempt to obtain in the future, any confidential information, such as information not available to other bidders, in relation to this contract.
- not being aware of the possibility that any public authority or official may obtain a direct or indirect benefit from the effect of this contract.

ENVIRONMENT

Innova-tsn is firmly committed to protecting the environment and transitioning to a low-carbon economy, and focuses its activities on minimizing the environmental impact of the life cycle of its products and services. Proof of this is the environmental management system it has implemented, which is certified to the ISO 14001 standard. In order to share this goal, its suppliers must act at all times in compliance with international, national, or local environmental legislation, especially in terms of emissions, energy, waste, or resource consumption, in accordance with Innova-tsn's Environmental and Management Policy, published on its corporate website (www.Innova-tsn.com).

INTEGRATED MANAGEMENT SYSTEM

The company has currently implemented an integrated management system that maintains certifications in:

- ISO 14001:2015 environmental management
- ISO 9001:2015 for quality
- ISO 27701:2019 for information security
- ISO 27001:2022 for data protection

In compliance with the requirements of these standards, we share the minimum requirements that apply to our suppliers in the provision of services.

Firstly, it is important to note that the capacity of Innova-tsn's suppliers is of vital importance in meeting our customers' requirements.

One of the requirements of our organization's Integrated Management System establishes the need to select and evaluate suppliers based on their ability to fulfill the commercial commitments made with Innova-tsn. In order to qualify as Approved Suppliers, they will be evaluated during the current year in relation to incidents or order rejections based on the following criteria:

- Condition of the material upon arrival or result of the service provided.
- Differences between the material/service requested and delivered/provided.
- Documentation.
- Compliance with delivery/completion deadlines.
- Quality of the service provided.
- Compliance with the environmental requirements established by the applicable regulations.
- Measures for responsible consumption of resources applied.

All incidents or anomalies occurring in the provision of the service will be recorded as Non-Conformities if deemed appropriate and in accordance with our internal procedures. The establishment of commercial relationships will imply that suppliers assume all the requirements specified in our orders or, where applicable, in the specific conditions established. Failure to perform (non-conformities) in any of these criteria will result in a negative assessment. Innova-tsn will study each case and may ultimately result in the supplier being disqualified as a supplier to our company. Likewise, in compliance with the requirements of the reference standards and as a supplier to our company, we hereby inform you of the minimum requirements that apply in relation to the provision of the contracted services.

GENERAL REQUIREMENTS FOR ALL SUPPLIERS

At all times, the supplier is obliged to comply with the legislation applicable to the service they are providing (authorizations or registrations as an authorized entity, technical inspections, etc.) and to uphold the principles contained in Innova-tsn's Corporate Social Responsibility policy regarding ethical behavior in business and commercial relations, a document accessible to all interested parties along with the rest of the policies on the corporate website www.innova-tsn.com.

The supplier undertakes to ensure compliance with the requirements of the purchase order or external work order.

The supplier must ensure the proper management and control of waste, atmospheric emissions, noise, spills, hazardous products, soil contamination, and maintenance of facilities in relation to the service provided.

The supplier must apply the necessary preventive measures to avoid dangerous or emergency situations during the performance of the work entrusted to them and train and inform their staff about the work to be carried out at our facilities, when this occurs.

The supplier must keep records of processing activities as required by data protection legislation and documentation relating to the applicable Occupational Risk Prevention measures when processing personal data files, whether as the data controller or data processor.

REQUIREMENTS TO BE PROVIDED (only when required):

- Suppliers: Product data sheets, CE marking of the product, warranty certificate, energy source, and certification according to UNE-EN-ISO 9001:2015, UNE-EN-ISO 14001:2015, or other standards, if applicable.
- Waste manager: Authorization/registration as an authorized manager, evidence of proper management of waste removed, and certification according to UNE-EN-ISO 9001:2015 and UNE-EN-ISO 14001:2015, if applicable.
- Installation and/or maintenance of fire protection systems: Registration of installation/maintenance company, certification according to UNE-EN-ISO 9001:2015 and UNE-EN-ISO 14001:2015 or other standards, if applicable.
- Installation and/or maintenance of air conditioning systems: Registration of the installation/maintenance company, copies of the professional licenses of the personnel operating in our facilities and, in particular, evidence of personal certifications in the handling of fluorinated gases, evidence of the management of waste generated during the service, and certification according to UNE-EN-ISO 9001:2015 and UNE-EN-ISO 14001:2015, if applicable.
- Hardware and maintenance providers: Information on security activities applied to the company, information on risks to the company, and certification according to UNE-EN-ISO 9001:2015, UNE-EN-ISO 14001:2015, and UNE-EN-ISO 27001:2013 and extension UNE-EN-ISO 27701:2019, if applicable.
- Consulting and information systems providers: compliance with the requirements of obligations regarding the information processed and connection methods, reporting any changes that may involve changes in the service, and complying with the controls and information requested by Innova-tsn regarding their compliance and certification according to UNE-EN-ISO 27001:2013 and its extension ISO 27701:2019, if applicable.

Other types of suppliers (external prevention services, training, administrative and consulting services, among others): Evidence relevant to their activity and certification according to UNE-EN-ISO 9001:2015 and UNE-EN-ISO 14001:2015, if applicable.

6 Commitments

Since joining in 2025, Innova-tsn has been committed to implementing the content of the United Nations Global Compact, preserving the natural environment in which it operates, collaborating in the sustainable development and well-being of the communities with which it interacts, and constantly promoting equal

opportunities, respecting the minimum standards for the protection of the fundamental rights and freedoms of the people affected by its activities.

The United Nations' Guiding Principles for Business and Human Rights, the OECD Guidelines, the ILO Tripartite Declaration of principles concerning multinational enterprises and social policy and the UNIFEM Women's Empowerment Principles also apply here.

Innova-tsn is fully committed to the elimination of all types of forced or compulsory labour, to the eradication of labour under gruelling, extreme, subhuman or humiliating conditions, child labour and debt bondage and the disappearance of any other type of labour under coercion.

All these aspects are elaborated on in the points below.

6.1 Sustainability

In a context of constant transformation, greater social demands, and growing global risks, sustainability is not an option or a passing fad, but rather an essential pillar of business resilience. Integrating universal principles into corporate strategy not only drives innovation and strengthens risk management, but also consolidates trust and the long-term value of organizations.

Geopolitical tensions, economic uncertainty, the uneven progress of the 2030 Agenda, and the increasingly evident impact of the climate crisis demand more than just declarative commitments. In this scenario, principled business leadership is neither incidental nor circumstantial; it is an essential stabilizing force for sustaining strong markets, inclusive societies, and economies that work for all people.

In the international context, this responsible leadership is particularly crucial in addressing structural challenges that affect the competitiveness and sustainability of our organizations, including: accelerating the energy transition and digitalization, adapting to an increasingly demanding European regulatory framework, managing climate and natural resource risks, attracting and developing specialized talent, and meeting growing social expectations in terms of ethics, sustainability, and corporate responsibility.

2025 marked the 80th anniversary of the United Nations and the 25th anniversary of the global initiative. Beyond the celebration, these milestones demonstrate the relevance of a business model based on universal values, even—and especially—when the context seems to slow down the momentum for change.

Participating in the UN Global Compact reinforces our support with practical tools, applied knowledge, and spaces for collaboration that enable commitments to be converted into tangible results with measurable progress to better guide decisions that reinforce accountability and continuous learning.

6.2 Working conditions

The basic labour standards this policy is based on are:

6.2.1 Freely chosen work

There shall not be forced labour, bonded labour (including debt bondage), work exploitation, involuntary work in prison, slavery or human trafficking. This includes transporting, housing, hiring, transferring or taking in people forcibly or through threats, coercion, kidnapping or fraud in order to obtain work or services.

There shall not be unacceptable restrictions to the Employees' freedom of movements, nor for entering or leaving the company's offices.

As part of the hiring process of foreigners, they shall always be provided a labour contract in their native language containing a description of the working terms and conditions before employees leave their country of origin.

Se deben detallar todas las comisiones cargadas a los colaboradores, el monto que exceda el salario de un mes deberá ser devuelto al colaborador. All work must be voluntary and employees are free to quit anytime or to end their labour relationship. Employers and agents cannot keep, destroy, hide, seize or deny in any way employees' access to their identity or immigration documents, such as the identification issued by the government, the passport or work permit, unless the seizure of work permits is required by law. Employees will not be required to pay their employers or agents hiring commissions or other additional charges higher than a month's salary. All the commissions charged to the employees must be detailed. The amount that exceeds a month's salary must be given back to the employee.

6.2.1 Child exploitation

Child labour shall not be used at any stage of Innova-tsn's business activity. The term "child" includes any person under 16 years of age or under the age compulsory education finishes at or under the country's minimum age required for working, whichever is older.

The use of legitimate learning programs at work is backed, provided they comply with all the laws and regulations. Employees under 18 years of age (young employees) must not carry out tasks that may jeopardise their health or safety.

6.2.2 Working hours

Working days will be determined as the employment contract establishes and they will always meet the limits imposed by the applicable laws.

6.2.3 Salaries and benefits

Employees' pay must meet every applicable wage law, including minimum wage laws and the benefits set by law.

Salary deductions as a disciplinary measure are not allowed.

For each payment period, employees will be given a timely and understandable payslip with enough information for them to check their exact remuneration for the work done. The use of temporary and outsourced work will meet local laws.

6.2.4 Humane treatment

No harsh or inhuman treatment shall be meted out including sexual harassment or abuse, corporal punishment, physical or psychological coercion, as well as verbal abuse to employees. There shall not be threats of any of this treatment, either. Disciplinary measures and procedures under this section of the code will be clearly defined and communicated to the employees.

6.2.5 No discrimination

Innova-tsn commits to providing a harassment and discrimination-free workplace, not to discriminate on the grounds of race, colour, age, sex, sexual orientation, gender identity and expression, ethnic group or nationality, disability, pregnancy, religion, political affiliation, trade union membership, veteran status, protected genetic information or civil status in hiring and employment practices such as salaries, promotions, bonuses and access to training as well as not to make medical or physical exams to the candidates and employees which may be used in a discriminatory way.

For this purpose, there is an Equality Plan adapted to the precepts set by the applicable laws.

6.2.6 Freedom of association

In accordance with the law, Innova-tsn commits to respecting everybody's right to create or join trade unions of their choice, their right to collective bargaining and the right to pacific assembly as well as to respecting employees' right to abstain from these activities.

Employees and/or their representatives can openly communicate with the managers, as well as share ideas and concerns related to work conditions and management practices without fear of discrimination, retaliation, intimidation, or harassment.

6.2.7 Work-life balance

Innova-tsn, aware of the importance of the comprehensive development of every person, will foster work-life balance policies to facilitate the necessary balance between its Employees' professional, family, and personal life.

6.3 Health and safety

Innova-tsn assumes a safe and healthy work environment increases the quality of products and services, the homogeneity of production, the morale and retention of talent. It also reduces the frequency of work-

related injuries and illnesses. Likewise, the Organisation admits that the continuous participation and training of employees are fundamental to identify and solve health and safety problems at the workplace.

The health and safety rules this policy is based on establish the following:

6.3.1 Occupational safety

The exposure of employees to potential dangers will be controlled (for example, electrical risks and from other energy sources, fire and risk of falling) by means of an appropriate design, technical and administrative controls, preventive maintenance and procedures for safe work (including blocking/signalling) and training on occupational safety and health. Employees will be encouraged to report risky or unsafe situations at the workplace.

6.3.2 Preparation for emergencies

Emergency situations and cases will be identified and assessed, and their impact minimised with the application of emergency plans and response procedures, including emergency reports, procedures for the notification and evacuation of employees, training of employees and drills, adequate fire detection and extinction equipment, adequate ways out and recovery plans. Said plans and procedures will be aimed at minimising the damage caused to life, the environment, and properties.

6.3.3 Work-related injuries and illnesses

Procedures and systems will be applied to prevent, control, supervise and notify work-related injuries and illnesses, including procedures for:

- Encouraging notifications on the part of the Employees.
- Classifying and recording injuries and illnesses.
- Providing the necessary medical treatment.
- Investigating the cases and implementing the corrective actions to root out the causes.
- Facilitating Employees to resume work after sick leaves.

6.3.4 Occupational hygiene

Exposure of employees to chemical, biological, and physical agents will be identified, assessed and controlled. There will be technical and administrative controls to control overexposure. In case controlling risks with these means is not possible, employees' health will be protected with appropriate individual protection equipment.

6.3.5 Physically demanding work

The exposure of employees to tasks requiring physical effort will be identified, assessed and controlled. These include handling material manually, lifting weight, standing for long periods and heavy or very repetitive assembly tasks.

6.3.6 Protection of machines

The safety risks of production machines and other machines shall be assessed. The elements for physical protection, such as wards, locks and barriers for machines that may pose a risk of injury for the employees, shall be provided and adequately maintained.

6.3.7 Healthiness

The employees will be granted access to clean washrooms, drinking water and facilities for preparation, conservation, and consumption in hygienic conditions.

6.3.8 Communication for health and safety

Innova-tsn provides its Employees with training in occupational safety and health when they join the company. Information concerning occupational safety and health will be published and sent to the employees every year.

6.4 Environmental performance

Innova-tsn keeps and updates an environmental management system according to the ISO 14001 international standards in which it assumes environmental responsibility applies to all the organisation's professional and production activities, including technology consulting projects and services.

For this purpose, it establishes that the adverse effects on communities, the environment and natural resources should be minimised while protecting people's health and safety.

The environmental regulations this policy is based on include:

6.4.1 Environmental permissions and reports

Whenever it is necessary, all the environmental permissions required for professional activities should be obtained. Approvals and registers should be obtained and kept up to date and the requirements concerning operations and reports should be met.

6.4.2 Prevention of pollution and reduction of resources

The use of resources and the generation of waste of all types shall be reduced or eliminated, including emissions to the atmosphere due to travels, water and energy, by means of practices such as the choice of more eco-friendly means of transport, changes in the production processes, replacement of materials, preservation, recycling and re-use of resources, etc.

6.4.3 Hazardous substances

When required by the situation, chemicals and other materials which may pose a risk if released into the environment shall be identified and managed to ensure their processing, transport, storage, use, recycling or re-use and availability are safe.

6.4.4 Waste

Innova-tsn guarantees a systematic process for identifying, reducing, and eliminating or recycling solid (non-hazardous) waste in a responsible way.

6.4.5 Energy consumption and greenhouse gas emissions

Energy consumption and greenhouse gas emissions, if any, shall be supervised and documented, either in the company as a whole and/or in the offices.

7 Regulatory compliance

Innova-tsn's Directors take the following tasks as their own:

- Reviewing and updating this Corporate Social Responsibility Policy taking into account the suggestions from all stakeholders.
- Fostering the knowledge and understanding of this policy by all stakeholders and especially, by the Employees.
- Solving the doubts that may arise on the interpretation of this document.
- Receiving any doubts or allegations on actions contrary to the ethics, integrity or principles gathered in this Policy, in the Criminal Compliance Manual or in any applicable rule, proceeding as established in the current Compliance Manual.
- Receiving and sharing with the relevant parties the suggestions, doubts or proposals concerning this document.

The foregoing is understood without prejudice to the mandatory notification to the legal or administrative authorities in compliance with the applicable regulations.

