

The activities of the **IKOR** Group comprise the design, manufacture and after-sales service of electronic equipment and systems for different industrial sectors. These activities have relevant aspects in terms of quality, environment and safety, so they must be monitored and controlled by a Management System recognized and in accordance with international standards.

We belong and are integrated within the **German ebm-papst Group** aligned to your corporate strategy:

01

CORPORATE STRATEGY:

The strategic approach of the company is described in terms of its vision, corporate mission, positioning in the context of its product strategy and its context.

02

VISION:

Integrated into the ebm-papst group and aligned with corporate strategy, we are setting global standards such as efficiency, enthusiasm and humanity.

03

MISSION:

Our customers can be confident that we will always offer them the best products and solutions worldwide.

04

QUALITY, ENVIRONMENT & HEALTH AND SAFETY POLICY

The General Manager of **IKOR**, as head of **IKOR** Spain, **IKOR** Mexico, **IKOR** China and ITC, is committed to the development, implementation and continuous improvement of the Quality, Environment and Occupational Safety Management System. According to this, the commitment is:

- Communicate to the organization the importance of knowing, determining and satisfying customer requirements and legal requirements.
- Establish the policy of the Management System in terms of Quality, Environment, and Occupational Safety and revise and modify it if necessary.
- Communicate the Quality, Environment and Occupational Safety Policy to all members of the organization.
- Ensure that objectives are established and that indicators are monitored in all processes of the organization.
- Systematically review the management system.
- Ensure the availability and provision of necessary resources.
- Review product realization processes and support processes to ensure their effectiveness and efficiency.
- As evidence of the commitment with the development and implementation of the Management system, it commits to obtain the certifications of these systems by competent organisms.

The Management defines the following Quality, Environmental and Occupational Safety Policy. This policy will be systematically reviewed for continuous adaptation and the policy will be published and communicated to the entire organization:

05

COMMITMENT

The General Manager of **IKOR** Group declares the Quality, Environment and Occupational Safety Management System to be one of the organisation's objectives and establishes a Quality, Environment, Health and Safety Policy that includes the following commitments:

- To implement and continuously improve the effectiveness of the Quality, Environmental Management and Health & Safety System in the workplace, as appropriate in each company, by means of continuous and systematic review and the implementation of the necessary actions to ensure compliance and improvement. In this way, all the necessary resources will be provided to train personnel in accordance with the Quality, Environment and Occupational Risk Prevention Management System.
- Ensure customer satisfaction by complying with their requirements, as well as compliance with legal and regulatory requirements and any other requirements that must be met as an organization.
- To demand from ourselves the establishment of objectives and improvement programmes in terms of Quality, Environment and Occupational Safety, ensuring the success of the organisation.
- Continuous improvement and the search for zero defects for our clients.
- Obtain leadership positions with our products and services and all this based on a model of excellence in management and operation, with a team trained, qualified, identified and committed to the project of the company.
- All personnel must comply with the requirements of the Quality, Environment and Safety Management System, as this is the responsibility of all the people who make up the organisation and, first and foremost, of its Management.
- The commitment of the **IKOR** Group in terms of Quality, Environment and Occupational Safety is to comply with the legislation in force in each country where we are established, to carry out continuous monitoring and control of the processes, and of the significant impacts that these could generate, in order to ensure the correct manufacture and provision of services, preventing pollution in relation to the environment, and respecting and contributing to its care and maintenance.
- To guarantee transparency in conduct with the environment through the establishment of internal and external communication channels.
- To guarantee a safe and healthy working environment for all workers, which requires the participation and involvement of all interested parties, with the common objective of reducing accidents and improving the quality of working life, higher quality and productivity and therefore greater competitiveness, within the framework of a process of continuous improvement.
- Communicate the Quality, Environment and Prevention Policy to suppliers that may have an impact on the **IKOR** Group's environmental aspects and impacts.

06

GUARANTEE

As a guarantee of what is mentioned above, the General Manager signs this Policy,

