

Integrated Management System Policy



Integrated management policy report
Company policy
Version: 13

Our business group is formed by **Calaf Grup, Calaf Constructora, Serom, Calaf Industrial, Calaf Trenching** and **Picvisa**.

We have a common goal: to provide the best service and a differential added value to our customers. We know that this goal is achievable through the involvement of all the people who work and collaborate with us. That is why our organization has implemented an integrated management system based on ISO 9001, ISO 14001, ISO 45001, UNE 166002 standards and EMAS Regulation.

Calaf Grup's Management wish to express their commitment to continuous improvement of both our core and complementary activities in order to record their will to do things right, environmentally friendly and preventing work related accidents and illnesses that can affect people. With the implementation of the R&D+i management system, we aim to enhance the creativity of individuals to develop innovative projects that provide practical solutions to the services offered by our organization. We also support diversification, technication and sustainable expansion of activities and services. But for this, we need not only an improvement of all our products and services, but also of the entire organization and management processes. This is achieved, among other things, also through adequate training that will give all our staff a good professional and ethical competence.

In addition to complying with the requirements applicable to the product and/or services, in environmental and occupational risk prevention matters, the group's fundamental values also include the commitment to ensure that the people who work there can grow and develop both professionally and personally, and can carry out their activity with safety, training and satisfaction for a well done job.

It must be emphasized that the health and safety of people is an essential condition and a top priority at all levels, both for our employees and for all our suppliers and collaborators who work with us. That is why we have opted for control and vigilance, establishing strict criteria for the authorization of access to work centers.

We regularly define, approve and allocate the necessary resources to carry out objectives that directly affect the quality of our product, the protection of people and the mitigation of environmental impacts, preserving our natural environment and preventing it from pollution.

With the implementation of the **R&D&I** management system, we aim to boost people's creativity in order to develop innovative projects that provide practical solutions to the services offered by our organization and also improve internal management processes.

On the other hand, we are open to all opportunities for improvement that may arise from our customers, employees, suppliers, partners and auditors.

Our organization assumes all of the above as a guarantee of continuity and growth, always with a clear commitment to generate activity in our territory, without forgetting a balanced international projection. We would like to extend this commitment to all the people who work with us on a daily basis, and we would also like to thank you for your efforts in helping us to promote this policy, the aim of which is to achieve the satisfaction of our customers, the company's shareholders and the people who work there.

MÍRIAM PUJOL GIRALT
Chief Executive Officer

Calaf, January 2023