

## Integrated Management System Policy

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

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, OHSAS 18001 and UNE 166002 standards and EMAS III 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, technification 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. It is the will of senior management to promote and disseminate an Ethical Code among all the people who work with us in order to unify a more human and socially responsible values.

In addition to complying with the requirements applicable to the product and / or services, in the field of environmental and occupational risk prevention, it is also part of the fundamental values of the group to have a commitment so that people who work in the company can grow and develop both at a professional and personal level in equal opportunities between women and men, and can carry out their activity with security, training and satisfaction for excellence.

It should be emphasized that the safety and health of people is an indispensable condition and a top priority at all levels, both for people who work directly or indirectly with us. This includes the suppliers and collaborators that accompany us in the processes. That is why we have opted for control and vigilance, establishing strict criteria to authorize access to all work centers.

We are prepared to promote a Criminal Crime Prevention Plan to anticipate all those illicit and undesirable acts that are in contradiction with our values and Code of Ethics.

We periodically define, approve and allocate the necessary resources to carry out objectives that directly affect the quality of our product, in the protection of people and in 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 intend to enhance the creativity of the people to develop innovative projects that give practical solutions to the services offered by our organization and also improve the internal management processes.

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

Our organization assumes 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 want to extend this commitment to all those people who work with us every day, also thanking you for your efforts to help us promote this Policy that aims to achieve the satisfaction of our clients, our company's shareholders and the people who work there.

Míriam Pujol Giralt  
Chief Executive Officer at Calaf Grup

Calaf, 23<sup>rd</sup> of March, 2017