

— INTEGRATED POLICY OF QUALITY, ENVIRONMENT AND HEALTH AND SAFETY AT WORK

In ULMA HANDLING SYSTEMS (UHS), Engineering Company that supplies the design and development (manufacturing, assembly and commissioning) of integral solutions on internal logistics automation and the after-sales services derived, we are conscious that the excellence of our service is based in obtaining an active conscience of the **customer** and markets' needs, acquiring a commitment of: **continuous improvement**, fulfillment of the legal **requirements** and other requirements applicable to our performance, proactive management in the protection of the **environment** and the **health** and **safety** protection of all the people who take part of the organization, eliminating the dangers and reducing the risks in our actions. To conduct the deployment of the above mentioned policy, we have developed and promoted certain managerial points:

- **Creation of wealth and elimination of the internal waste:** Reaching, by means of the commitment with the learning, the maximum efficiency of the processes, improving the activities of the organization, and minimizing their effect on people and the environment.
- **Clear Vision of the environment**, shared strategy and development of a collaborators network
- **An innovative Business Management , as guarantee of the future**
- **Flexibility in the adjustment to the needs of the client:** offering a wide range of solutions, services and products
- **Creation of wealth and elimination of the internal waste:** Reaching, by means of the commitment with the learning, the maximum efficiency of the processes, improving the activities of the organization, and minimizing their effect on people and the environment.
- **An active management of people and environment protection:** Integrating in the daily activity of each one of the persons of the organization their responsibility with the protection of the workers (both own and subcontracted) and the active respect of the environment.
- **Minimization of energetic and material resources:** Providing solutions that integrate environmental criteria in the design and implantation of new products and services.
- **Traction Effort:** Incorporating progressively the groups to which UHS relates, to our efforts for improving the protection of the environment and the health and safety of their workers.
- Establishment of a preventive culture, guaranteeing the consultation and active participation of the people who make up the organization and the prevention delegates.
- Provided that the **Basque** is considered to be the local language, it is recognized as official language at work and therefore resources are destined for its management.

By all the above, our Policy is based on the search of the excellence and of the **full satisfaction of all the stakeholders** (customers; partners and employees; strategic partners and collaborators) independently of their location; as well as of the society, generating qualified employment and collaborating in the social and cultural development. To achieve all the previous, the Direction of the Company leads the commitment of all persons that form part of UHS, for a continuous development and improvement of our solutions, services and products.

To systematize, and to deploy our policy, we have developed a systematic related to the Management of Quality-Environment and Occupational Health and Safety, following the European Standard ISO 9001, ISO 14001 and ISO 45001), assigning the necessary resources and using them as permanent frame for reference.



Sgd.: Alvaro Martinez de Lagos
General manager