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## Environmental and Health & Safety Policy

In **MÁLAGA AEROSPACE, DEFENSE AND ELECTRONICS SYSTEMS, S.A., (MADES)**, we aim to be a leader in services of electronic manufacturing and integration of electromechanical systems, and we are committed to the responsible management of our business to ensure the protection of employees and rest of stakeholders, integrating environmental and health and safety criteria in all aspects of our activity. These are our principles:

- **Promote Health & Safety:**

We are committed to providing a safe and healthy workplace. We believe that healthy and safe employees are essential for a sustainable business. We believe that environmental and health and safety incidents are preventable. We strive to eliminate risks, prevent injuries and illnesses and promote the well-being of our employees, customers, suppliers, contractors, and rest of stakeholders.

We design our facilities and processes to minimize risk and maintain business continuity through planning, training and resource allocation. We maintain the ability to respond to any emergency.

- **Preserve and conserve natural resources:**

We are committed to the conservation of natural resources. We apply waste minimization strategies to eliminate, reuse and recycle waste. We strive to reduce energy and water consumption.

- **Continuous improvement:**

We operate our factory and manage our processes, products and services to maximize performance and reduce environmental and health and safety risks and impacts. We use the MADES Six Sigma methodology to optimize our management systems.

- **Promote employee participation:**

All employees, regardless of their position, are responsible for their own safety. We encourage all employees to become actively involved in our environmental and health and safety programs and activities. We openly communicate the results of our performance. All employees are an integral part of the management programs.

- **Leadership and responsibility:**

Management feels responsible and is part of the management programs. It ensures that all employees have the necessary training and level of awareness to work in accordance with these principles, maintaining ethical and moral conduct at all times.