

SUSTAINABILITY POLICY

GD ENERGY SERVICES is an international Group of companies operating in the nuclear and wider energy sectors. The portfolio of services GDES provides include: supporting plant operations and maintenance (cleaning and decontamination, surface treatments, passive fire protection systems, scaffolding, life extension engineering support, and radiological protection), decommissioning of nuclear and radioactive facilities, along with maintenance and inspection services to the renewables sector, logistics services and emergency response.

This Policy sets out the commitments and values adhere to in the field of Corporate Social Responsibility. GDES is a family owned organization, focusing on long term strategic sustainability for future generations – GDES decision-making is driven by these principles of long-term sustainability, shaped by the following objectives:

- The economic viability of the company, characterized typically by enhancing economic growth in our operating environments, generating wealth for all stakeholders.
- The positive socioeconomic and environmental impacts of our activities as members of the United Nations Global Compact to collaborate in achieving its Sustainable Development Goals.

And through the values associated with our commitment to sustainability:

- **ETHICS**, all members of GDES must prevent any form of fraud, bribery, corruption, this standard of expected behaviour is developed through a specific Crime Prevention Policy, which is included in our Code of Ethics.
- **SAFETY**, taken in its broadest sense, includes occupational health and safety, care for the environment, and the prevention of incidents and accidents in the workplace as the highest priority, which is developed in the Policy for Quality, Health and Safety, Environmental Protection and Health Physics.
- **LIABILITY**, which means preventing harassment or discrimination in the workplace due to any personal circumstance or characteristic and the absolute prohibition within GDES of any form of child labour, forced labour, physical or psychological coercion or unacceptable disciplinary practices.
- **SOLIDARITY**, GDES ensures the right to freedom of association and union association of our members, to a salary that respects internal equity and a working time within the accepted standards of the sector, to allow a work/ family life balance.

This Policy, and its objectives, are part of the GD ENERGY SERVICES culture, must be known, understood, maintained and applied by all staff, including our subcontractors and temporary workers, be available to all stakeholders and reviewed periodically to ensure that it remains appropriate.



Héctor Domínguez Pérez
CEO GD ENERGY SERVICES
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