

QHSER MANAGEMENT POLICY (QUALITY-HEALTH-SAFETY-ENVIRONMENT-RADIATION PROTECTION)


GD ENERGY SERVICES (GDES) is an international business group that develops its services in the energy sector, supporting industry and society in the transition towards a more sustainable and low-carbon energy model through its activities, supporting plant operations and maintenance, surface treatment, decommissioning facilities, renewable energy services, logistics and circular economy services, emergency response, digital transformation, and energy efficiency improvement.

We offer these services according to the legal and regulatory requirements inherent to the activity, to which we comply, and in accordance with the specifications and agreements acquired voluntarily, maintaining always our commitment to industrial and nuclear safety, based on our staff's knowledge of the systems on which they work and the possible consequences of their actions. That commitment to ensure industrial and nuclear safety will never be compromised by other priorities.

This Policy represents the deployment of our corporate commitments and values to the specific fields of quality, health and safety, the environment and radiation protection, and it is developed in the framework of general and sector standards and benchmarks to which the organisation adheres.

- **ENERGY**, all the members of the organisation are motivated to apply their commitments and efforts in order to achieve the satisfaction of our customers and other stakeholders considering our context and the specific nature of our risks and opportunities.
- **INNOVATION**, we provide innovative solutions to the demands of our customers and even anticipate their wishes and expectations.
- **PEOPLE**, we promote the consultation and participation of our employees and their representatives; our top priority is to the dedication to the prevention of injury and ill health and to provide safe and healthy working conditions all personnel. This commitment includes the fight against addictions in the workplace, the assurance of right emergency preparedness including fire protection, and the objectives of zero accidents and to maintain exposure to ionizing radiation as low as reasonably possible.
- **EXCELLENCE**, through the ongoing process improvements, reviewing and setting of Objectives and Targets, we seek the highest levels of Effectiveness, Efficiency, Innovation, Quality, Environmental Protection and Safety.
- **SUSTAINABILITY**, we are a family business and that is why we look beyond a few years from now; we think of future generations. All our decisions have to be sustainable and forward-looking, including reducing the environmental impact of our activities by preventing pollution, reducing waste, managing sustainable resources, maximizing the use of renewable energy and promoting energy efficiency.

This Policy, and the associated objectives, form part of the culture of GD ENERGY SERVICES. It must be known, understood and applied by all staff including our subcontractors and temporary workers and available to all others interested parties, and regularly reviewed to ensure that it remains relevant and appropriate.

A large, stylized handwritten signature in blue ink is positioned above the typed name.

Héctor Domínguez Pérez
CEO GD ENERGY SERVICES
October 26th, 2023