

GENERAL POLICY OF THE PEKOS GROUP

PEKOS GROUP is an organisation dedicated to the design, manufacturing, assembly, storage, distribution of valves and control elements, whose commitment is focused on offering their seriousness, professionalism, as well as providing high quality products and services to its customers. Considering all of the above as a key aspect of competitiveness which must be adopted with responsibility and commitment by all of its members.

The general management of the PEKOS GROUP recognises quality, care of the environment and workplace safety as strategic factors for developing and improving the organisation to ensure the fulfilment of the following purposes:

- Satisfaction of the needs and expectations of the market and the environment, involving the internal and external stakeholders for each branch that are relevant to our operations.
- Progressive, continued loyalty of stakeholders through the fulfilment of contracts and the agreed requirements applicable to each branch.
- Scrupulous compliance with the legislation in force, as well as the rules and regulations established and regulatory requirements applicable to each of the branches.
- Maximum quality level avoiding possible deviations, or in case of any, carrying out a root cause analysis and implementing the corrective action required to avoid their repetition.
- Progressive minimisation of the environmental impact generated by our activity, applying the principle of pollution prevention in our environment.
- Removal of hazards and progressive minimisation of the occupational risks arising from our activity, applying the principle of prevention of damage and deterioration to the health of our personnel.
- Consultation, employee participation and fluid communication with the different stakeholders in the start-up, execution and completion of different work, with a view to promoting improvements in them.
- Provision of the technical means necessary to develop properly and efficiently the activities, as well as training, motivation and enhancement of the professional development of personnel.
- Commitment to improve the management and performance of our organisation at each of its branches.

Based on the established above, the general management of PEKOS GROUP undertakes to:

- Provide the appropriate means and resources for the proper operation of the Management System implemented at each of its branches, based on the compliance with the requirements established in the UNE-EN ISO 9001 and UNE-EN ISO 14001 standards and ISO 45001, as well as the requirements demanded by API SPEC Q1, API SPEC 6D, the European Directive for Pressure Equipment and Pressure Equipment safety regulation 2016 nº.1105 as amended.
- Provide safe and healthful occupational conditions, in order to prevent injuries and deterioration in the health of employees or stakeholders that, could affect the activities of our organization.
- Carry out a complete review of the Management System of the organisation at each of its branches periodically. Review the objectives, the results and future expectations, carrying out the continued monitoring in order to control the degree of achievement thereof.
- Carry out internal audits of the management system for each of its branches in a timely and regular manner to verify their correct implementation and improvement.
- Disseminate this general policy to staff, as well as to any person and/or entity interested in knowing about it.
- Review and modify this general policy whenever necessary and adjust it on the basis of the evolution of the organisation and its corresponding branches, always working with the commitment for the continuous improvement.

All the foregoing is work carried out by the team of people that are part of PEKOS GROUP, being the general management who must lead the teamwork effort as a basis for complying with the established general policy and the continuous improvement of the management system of our organisation.

APPROVAL OF THE GENERAL POLICY

CEO of Pekos Europe Group S.L

Daniel Arranz - November 2022

