

COMMITMENT

GES, as an international service provider for the Industry, Infrastructure and Energy sectors, considers the **needs of their clients, in terms of availability and service quality, as the principle guarantee of success**. For this reason, the basic principle for our Quality and Environmental Management is the **satisfaction of the client**, for which we work with the objective of maintaining ourselves as a leading supplier of construction and services in the renewable energy sector, aspiring to grow in a sustained and profitable way, becoming the first alternative for our current and future customers.

At the same time, the **protection of the Environment and sustainable development are inescapable responsibilities for all of the GES professionals**. Therefore, we commit ourselves to compatible the development of our business and the satisfaction of our clients with the protection of the environment and the pollution prevention.

PRINCIPLES

- Understanding and monitoring the needs and expectations of all key stakeholders in developing GES services, understanding that people are the key pillar of GES and its differential element.
- **Spirit of service to the client and respect for the Environment** through personalized attention, capacity, rapid solutions, analysis of the context, innovation and the contribution of added value and effectiveness in professional performance.
- **Guidance to processes and advanced management**. Our organizational model establishes the systematized planning and management of projects and works as basic processes of our activity, including the principle of transparency, to provide the best possible results in a sustained and balanced manner for all stakeholders, ensuring the development of the entities that configure the social environment where we work.
- Guidance to attainment of results by means of the **definition and review of appropriate objectives and the planning of actions and strategies** for profit, to ensure that the results are passed on to all relevant stakeholders
- To promote continual improvement and establishment of remedial and prevention actions for the treatment of diversions, in our internal and external processes, focusing on **the management of indicators, which allow greater transparency, effective management, brand and reduction of environmental and social impact**.
- **Responsibility and Leadership by the organization**, from top management to the entire chain of command. The professionals with responsibilities in the planning and management of administration activities must support their collaborators and work personnel and act as a reference model.
- The well-being, satisfaction and continuous growth of all people in the organization through their involvement in the achievement of objectives, promoting team work and the active participation of involved dynamic and multi-functional professionals, to **bring value and achieve results**.
- **Training, sensitization and professional competence** of our workers as key elements of success.
- Activity planning and management model according to normal requirements ISO-9001:2015 and ISO-14001:2015, and the context analyzed, **identifying and managing the risks and opportunities, obtaining a preventive and planned system**.
- **Prevention and reduction of pollution through proper environmental aspect management, based mainly on the respect for the environment, minimizing the impact of our activities on environment, the rational and efficient use of natural resources and by shorting the waste generated**.
- **Fulfillment of legal and regulation** requirements relative to the service, environment protection and other application requirements that the organization endorse, controlling the risks of our activities and, if necessary, implementing contingency plans as necessary.

The GES Top Management promotes the diffusion of the Quality and Environment policy, which will be known by all GES workers and it will be extended to all stakeholders in all those places where we perform our activity.




Bilbao, 9th January 2020
Ricardo Leal Cordobés – CEO

CONTROL OF MODIFICATIONS.

| Nº | DATE | CONTENT OF THE MODIFICATION |
|----|------------|---|
| 00 | 30/06/2017 | <ul style="list-style-type: none">▪ Initial elaboration after the change in coding of the management system due to the change of management and strategy due to the purchase of GES by the CL Group and the adaptation to the new 2015 versions of UNE-EN ISO 9001 and UNE-EN ISO 14001▪ The first quality and environmental policy dates from 1998. |
| 01 | 31/01/2019 | <ul style="list-style-type: none">▪ Modification in the drafting including people as a key pillar of GES and its differential element, and advanced management elements: Strategy, innovation. Elements of the new 2015 versions of UNE-EN ISO 9001 and UNE-EN ISO 14001 are maintained (context, stakeholders, risks and opportunities ...) |
| 02 | 09/01/2020 | <ul style="list-style-type: none">▪ The document is assumed and signed by the new CEO of the company Ricardo Leal Cordobés. |

