

POLÍTICA GRUPO INERZIA

Grupo Inerzia (BAQUERO INVESTMENTS), a business group formed by the companies NEM, CONAPRO and SERENA, whose activities are aimed at providing auxiliary and integral services to companies in the renewable energy sector, as well as the supply of materials focused on ensuring the safety and health of workers, establishes, by senior management, a policy aimed at achieving the satisfaction of our stakeholders, offering products and services of quality and respect for the environment.

All our activities are carried out in a work environment where the health and safety of our workers is paramount and where we ensure that all our processes are carried out in a way that respects the environment and people. For this reason, and following a process of constant evolution, we have defined the following commitments:

- To develop our activity in an ethical, responsible and excellent manner, based on corporate values and our code of conduct, generating a work environment that favors equal opportunities, non-discrimination based on gender, race, age or disability and promoting practices that favor the reconciliation of work and family life. And to incorporate social and environmental criteria in purchasing decisions that contribute to creating a socially responsible value chain.

- *To ensure the satisfaction of our stakeholders by promoting day by day a continuous improvement of our products and services, in order to achieve the improvement of the efficiency of the management system, minimizing risks and preventing pollution.*

- *To protect and treat at all times the personal data of customers, suppliers, collaborators and society in general in accordance with the existence of a legitimate interest and the explicit consent of the interested parties and safeguarding the rights of access, rectification, limitation of treatment, suppression ("right to be forgotten"), portability and opposition to the treatment of such personal data.*

- *Comply with the legal requirements in preventive and environmental matters that are applicable to our activity, as well as those set by our stakeholders, being all of them reviewed periodically. Likewise, to comply with the GWO training standard.*

Taking into account that quality, prevention and the environment require attitudes of collaboration, consultation and participation of all workers, from Grupo Inerzia, we are committed to inform, communicate and provide the necessary training to all our workers with the aim of:

- *Achieve satisfaction through the fulfillment of their objectives.*
- *Manage natural resources in a sustainable way, promoting the reuse and recycling of waste. As well as the awareness of our workers, so that there is a global awareness aimed at the preservation of natural resources.*
- *To achieve a high level of health and safety at work.*

This Quality, Environment and Occupational Risk Prevention Policy must be assumed by all Inerzia Group personnel, is based on the 2021-2023 Strategic Plan and serves as a framework for establishing and reviewing the Group's objectives.

Our main value is to bet on sustainable progress, where the profitability of our activity goes hand in hand with the improvement of the quality of our environment.

The Inerzia Group's Management will annually review the Management Policy to ensure that it remains relevant and appropriate, proposing objectives and goals for the constant improvement of the Management System, committing to provide the necessary means for this purpose.

In Orkoien, January 1st, 2021

 **GRUPO INERZIA**

Fdo: **Victor Baquero Celigueta**
General Manager

CONAPRO

 **serena**
Profesionarios del viento

NEM

