

MANAGEMENT POLICY



From its beginning, TSK has sought to establish itself as a leader in the development of engineering and supply projects of Electrical Installations of the highest quality, as well as in the design, engineering, and management of projects for Industrial Plants, installations for the handling of materials, mining, and the Environment, promoting the achievement of objectives, respect for the Environment, and the highest level of occupational health and safety for employees, providing all the necessary technical and human resources.

Through its Management System, based on the UNE-EN-ISO 9001, UNE-EN ISO 14001, ISO 45001, UNE 166002 and ISO/IEC 27001 Standards, the Management of TSK is firmly committed to satisfying the requirements applicable to the product, regarding all interested parties (Client, Company, and Administration), regarding prevention, protection, and Environmental protection, and others that the organization can consider in the context with its activity, regarding the promotion of safe and healthy working conditions and to make from innovation a means to differentiate itself in the market and to ensure the competitiveness of TSK, and regarding the continuous and planned improvement of the effectiveness of the management system, as well as providing profitability for its shareholders.

This commitment of the Management is demonstrated through:

- Developing the necessary documentation, procedures, and systems to ensure compliance with legal and regulatory requirements, as well as any requirement which TSK enters into in the future, in this way preventing pollution and minimizing the environmental impacts of our activity as well as injuries and health risks.
- Establishing permanent training programs, which will provide a work force with high levels of qualification and the highest level of Occupational Health and Safety to carry out the activities included in the Management System.
- Improving communication and information, both internally and externally, for all the procedures derived from our Management System.
- Involving motivating, raising the awareness of and engaging staff with the goal of encouraging their participation in the management, development and application of the established System, to achieve the Quality which is required by the Client and to control the

environmental impacts which the activities of TSK can have on the Environment, maintaining a high level of Occupational Health and Safety, and promoting a higher level of awareness and engagement of personnel in the developed R+D+i activities, encouraging creativity and teamwork.

- Developing and maintaining teamwork, emphasizing increasing the capabilities of TSK and increasing its competitiveness, through a continuous improvement of quality and productivity, and awareness of the innovations and technological changes required by the market and the exchange of knowledge.
- Defining the R+D+i strategy, in agreement to the Vision of R+D+I established by TSK using amongst other means the R+D+i tools to generate ideas which can potentially become projects and carrying out the management and monitoring of these projects in an effective manner, building technological awareness to identify technological opportunities and possible joint activities which can consolidate TSK as the leading company in research, design, and innovation within our sector.
- Establish, review and meet objectives and goals and the Policy which comprises the organization's procedures as the means of ensuring continuous improvement.
- Carrying out reviews and monitoring which allow us to detect new environmental impacts, new risks to the health and safety of employees and improvements in the quality of our products and R+D+i procedures, to enable us in this way to take the appropriate measures.
- Extending knowledge of the Policy to the persons who work for or in the name of TSK and to other interested parties.
- Providing for its employees, suppliers, and clients appropriate Occupational Health and Safety, establishing control measures which allow the elimination of dangers and minimizing the risks for Occupational Health and Safety.
- Constantly emphasizing the satisfaction of the Client and interested parties, as this is a principal commitment of the organization.

- Increasing the level of protection for the integrity, confidentiality, and availability of information, as well as improving the protection of the organization's reputation and providing an appropriate framework to optimize and maintain information security resources.
- Minimizing the risks and benefiting from the opportunities once identified and implementation of the necessary measures.

The TSK Chairman acknowledges that in order to meet this commitment the contribution, participation and inquiry of the TSK workers as well as its representatives is essential, their knowledge and understanding, their commitment to excellence regarding the compliance of the product and the service, in satisfying our clients and other interested parties, in the effectiveness and continuous improvement of the Management System, and in the achievement of the established objectives and goals, consequently issues this TSK policy.



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