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	QUALITY, ENVIRONMENT AND HEALTH AND SAFETY AT WORK POLICY	Review: 04 Date: 12/06/2026

The Management of GESAB, S.A.U. as a strategic decision and considering:

- The **purpose and context** of our organization, dedicated to the *"Design, manufacture, assembly, marketing and installation of technical furniture, consoles, audiovisual systems, KVM solutions, control centers, data processing centers and datacenters, and modular systems for the organization of areas and technical rooms as well as auxiliary equipment. Software marketing. Installation and maintenance of heating, ventilation and air conditioning (HVAC) systems, low-voltage electrical installations, and fire protection systems."*
- The **nature, magnitude and environmental impacts** of our activities, products and services.
- The **risks to the safety and health** of all our employees and visitors.

It establishes **the following policy of Quality, Environment and Safety and Health at Work**, in order to satisfy the needs and expectations of our stakeholders (customers, suppliers, society and the people who make up the human team of GESAB, S.A.U.), as well as established terms of the international standards ISO 9001, ISO 14001 and ISO 45001, for this reason:

We declare our commitment to:

1. Continuous **improvement of** the Integrated Management System (Quality, Environment and Health and Safety at Work) to improve its performance.
2. The **quality** of our innovative solutions with high added value for the organization of technical areas (technical furniture and systems for the organization and management of computer and electronic environments)
3. **Environmental protection**, including pollution prevention, the sustainable use of resources, and climate change mitigation and adaptation. Furthermore, GESAB, S.A.U. promotes sustainability through the continuous improvement of its environmental, social, and governance (ESG) performance, fostering responsible management of its activities, supply chain, and stakeholders.
4. **Provide safe and healthy working conditions** for the prevention of work-related injuries and health impairment, to eliminate hazards and reduce risks for Health and Safety at Work.
5. **Consultation and participation** of workers and/or their representatives.
6. **Compliance with applicable legal and regulatory requirements**, as well as other requirements that GESAB, S.A.U. subscribe.

To support these commitments, the Management of GESAB, S.A.U. will ensure the availability of the necessary **resources**, requiring the involvement of each one of the employees of the company.

Annually, in the development of this policy, **Quality, Environmental and Health and Safety at Work objectives will be** established.

The Management of GESAB, S.A.U., will establish the necessary measures to ensure that this policy is communicated **and understood at different levels within the company**, and guarantee that these commitments are extended throughout the organization.

Llinars del Vallés, June 12, 2026



Managing Director

Pere SABATÉ GARCIA