

Principles of action

Declaration

Achieving the success and sustainability of our company over time involves determining, establishing and transmitting to all our people, clients, suppliers and other stakeholders the management commitments that we adopt and that will allow us to achieve the objectives in the aspects environmental, social and economic, (ESG), of our businesses around the world.

For this, we have this Policy, as the guide that will lead us to achieve "continuous improvement" in the performance of our processes and operations, as well as "compliance" with the requirements throughout the spectrum of the scope and lines of business.

This Policy will be applicable in all the company's headquarters and facilities in the world, covering the Quality, Occupational Health and Safety, Environment, SI, CSR, sustainability and Compliance Management Systems that manage the different lines of business:

Capital goods for onshore and offshore wind power generation

- Design & calculation of wind towers.
- Fabrication of tubular structures for onshore and offshore WTG.
- Fabrication of offshore foundations.

Logistic services and storage areas

- Assembly of Internal elements.
- Transport, storage, conservation and dispatch of structures and equipment.

Services for steel process and treatment

- Storage, distribution, cutting, shaping, assembly and welding, shot blasting and painting of steel products.

ORLANDO ALONSO

President

01/10/2022



- **Align our strategy towards the energy transition.** Actively collaborating in the de-carbonization of our activities, calculating and reducing our carbon footprint and promoting the fight against Climate Change, as a commitment to the United Nations 2030 Agenda.
- **Defend a sustainable business management model.** Developing initiatives that ensure that economic, social and environmental (ESG) needs have been integrated into the business processes and continuous improvement of our Corporate Management System.
- **Act socially in an ethical and responsible manner.** Aligning ourselves with the principles of the United Nations Global Compact and UNGP, avoiding any type of concession related to the violation of human and labor rights, transparently communicating our behavior and respect for the legitimate interests of the community and stakeholders.
- **Analyze and minimize the different types of risks.** Leading safe and firm practices that eliminate hazards and reduce risks in each area of action: employees, health and safety, environmental contamination, compliance, CSR and information security, throughout the entire life cycle.
- **Integrate needs and expectations of our stakeholders.** Especially including customers, employees, suppliers, as well as the rest of the stakeholders and identifying and evaluating them, to effectively face the risks and opportunities they bring us.
- **Provide the necessary resources for Continuous Improvement.** Determining investments and planning the human and material needs that allow us to meet the needs and expectations of our stakeholders.
- **Provide well-being and safety to our people and the environment.** Establishing decent, quality, safe and healthy working conditions to prevent injuries and deterioration of health, as well as preserve the ecosystems and biodiversity of our environments and pollution in general.
- **Consume natural resources responsibly.** Determining measures to reduce energy and water consumption internally and promoting the circular economy through the creation and development of a responsible and sustainable supplier supply chain through our purchasing and supply processes.
- **Ensure the safe use of data and information technologies.** Protecting the personal data of our people, assets and key infrastructure of our facilities, ensuring that the information handled is accurate, available and not distributed without authorization.
- **Improve the performance of our professionals.** Promoting the development of their work skills, so that they are trained through training and information processes and can meet our objectives and promote themselves.
- **Develop crime prevention and compliance mechanisms.** Establishing a model of policies related to anti-corruption, competition, conflict of interest, money laundering and international operations, based on the analysis of criminal risks.
- **Monitor compliance with legal and regulatory requirements.** Implementing controls and supervision processes for occupational health and safety, the environment and information security, in addition to any other subscribed requirement.
- **Offer channels of participation and consultation to our people.** Promoting opportunities for the participation of people and their labor representatives, through mechanisms made available to them to support the performance of the Management System.
- **Develop specific Policies.** Complementing the Corporate Policy with principles regarding human rights, labor practices and the fight against corruption.