MISSION, VISION AND POLICIES

"This policy and the principles of action set out herein must be understood and applied by all the people in this company, transferring them to the development of its activities". "We express our commitment to continuous improvement of the Management System, as well as to comply with the legal requirements organization subscribes to, and the applicable regulations."

MISSION

It is the creation of value for society by allocating the necessary resources to design, build and operate infrastructures and services that contribute, in an efficient, sustainable and safe way, to the well-being of people.

VISION

We want to be the benchmark company in the provision of solutions aimed at the well-being of citizens, the progress of society and sustainable development. A diversified and integrated company, committed to its employees and admired for its ability to create value and innovate to respond to new social needs.

VALUES

· Commitment - Efficiency - Excellence - Respect for the environment - Innovation and use of the most appropriate technology - Integrity - Teamwork

Our mission, vision and values are supported by the following POLICIES:

QUALITY POLICY

Matinsa's actions are aimed to the development of reliable, sustainable, resilient and quality infrastructures. In order to achieve this objective, the necessary measures are established to:

- Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.
- Ensure customer satisfaction beyond their expectations.
- Comply with the client's requirements and those established by regulations.
- To guarantee staff a level of training and motivation necessary for the development of their activities.
- Maintain optimal working conditions to achieve the satisfaction and safety of its workers.

ENVIRONMENTAL POLICY

Matinsa's actions focus on protecting the environment and reducing the environmental footprint through:

- Sustainable management and efficient use of natural resources, mitigation and adaptation to climate change, protection of biodiversity and ecosystems, prevention of pollution and promotion of the circular economy.
- The application of energy efficiency improvements.
- Compliance with environmental legal requirements and other applicable commitments signed by the Company in the development of its activity.
- The participation of stakeholders in environmental management.
- The establishment of environmental objectives and goals that are reviewed periodically.

OCCUPATIONAL HEALTH AND SAFETY POLICY

Matinsa considers health and safety of workers one of the strategic and fundamental pillars of the organization, acquiring the responsibility for the prevention of injuries and deterioration of health and the commitment to establish a safe and healthy environment, including travel, based on the following premises:

- Take into account the legal and internal regulations on occupational health and safety and road safety in decision-making.
- Implement and maintain management systems that identify, assess and control risks associated with work, including those associated with travel, establishing preventive planning based on work methods and procedures, information, training of workers, consultation and participation, use of protective equipment, health surveillance, emergency measures and use of vehicles, work equipment and materials appropriate to the activity taking into account innovation.
- Promote a preventive culture, involving stakeholders (own staff, customers and subcontractors) and encouraging good practices.
- Establish effective performance management based on objectives, system audits, monitoring indicators and investigation of incidents that have occurred, including traffic incidents.

R+D+i POLICY

In order to be a benchmark company in the development of R+D+i projects in all the sectors in which our activity is carried out, the necessary measures are established to:

- Ensure compliance with applicable requirements.
- To promote technological innovation and processes related to the activities that are carried out.
- Continuously improve the effectiveness of the R+D+i Management System through processes of idea detection, technological surveillance, establishment of objectives and implementing actions that lead the company to excellence.
- To effectively use the most advanced resources and technology to place the company at the forefront of the sector and as an example in R+D+i.
- To provide services and solutions that create value and economic, social and environmental benefit, through innovation and knowledge, based on commitment to stakeholders.
- To implement an innovative culture aligned with the values of society in which transparency, participation, creativity and entrepreneurship are encouraged.

Miguel Cañada Echániz

General Manager of Matinsa

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