

INTEGRATED POLICY

Quality, Environment and Occupational Health and Safety

Rev.04 – 01/06/2026

Técnicas y Servicios de Ingeniería y Control del Norte S.L. (hereinafter, TESICNOR) is a company located in Noáin (Navarra), with offices in Alcalá de Henares (Madrid), Albolote (Granada) and Villalba (Galicia), dedicated to the **Development of Engineering projects, Supply of Safety Material, Teaching of ORP courses, Development of Industrial Safety projects, Installation and preventive and corrective maintenance. Occupational Safety on Construction Sites and Disaster Risk Reduction (DRR).**

TESICNOR establishes, declares and assumes a permanent commitment to quality, respect for the environment and occupational health and safety. For this reason, the Management has implemented, maintains and continuously improves the Integrated Management System for Quality, the Environment and Occupational Health and Safety, based on compliance with the requirements of the UNE-EN ISO 9001:2015, UNE-EN ISO 14001:2026 and UNE-EN ISO 45001:2023 Standards respectively, in all the processes carried out at its headquarters in Noáin.

Exclusion from the scope of ISO 9001-14001-45001: Alcalá de Henares Centre (Madrid), Albolote Centre (Granada) and Villalba Centre (Galicia)

Likewise, with regard to **the training activity**, and specifically with regard to the delivery of the different courses certified under the **Global Wind Organisation (GWO) standard**:

In **Noáin**:

- ❑ Basic Safety Training Standard (BST: WAH, FA, MH, FAW and SS) and its recycling, Basic Safety Training Refresher Standard (BSTR).
- ❑ Advanced Rescue Training (CART, ART-H, ART-N, SART-H and SART-N) and its recycling Advanced Rescue Training Refresher Standard (ARTR).
- ❑ Lift Training Standard (SLU and SLIIR).
- ❑ High Voltage Operations (HVOP)
- ❑ Solar Safety Training: S-SW, S-FA. S-FAA
- ❑ Basic Safety Training Standard, On Site modality.
- ❑ Solar Safety Training Standard, On Site modality.

In **Alcalá de Henares**:

- ❑ Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training

Refresher Standard (BSTR).

In **San Agustín del Guadalix**, Iberdrola campus:

- Basic Safety Training Standard (WAH, FA and MH) and its recycling Basic Safety Training Refresher Standard (BSTR).

In **Granada**:

- Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training Refresher Standard (BSTR).

In **Villalba**:

- Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training Refresher Standard (BSTR)

In **Ricobayo**, Iberdrola campus:

- Basic Safety Training Standard (WAH, FA and MH) and its recycling Basic Safety Training Refresher Standard (BSTR).

TESICNOR's Management undertakes to provide the necessary resources so that these and other applicable requirements can be met, as well as those defined by the clients and the applicable legal and regulatory requirements, and wishes to express, through this document, its convictions and commitments:

Quality:

- Quality is a key factor in the **survival and growth of the Company** and must be assumed, with responsibility, by all its components, starting with the Management.
- At TESICNOR, the quality of the provision of the service will always be subject to **improvement**, through the critical analysis of the execution of works and services.
- With the collaboration of all TESICNOR members, and taking this document as a reference, the **Quality Objectives** set by the organisation will be achieved.

Environment:

- Assume responsibility for the **prevention of pollution** and the **control and mitigation of the impacts on the environment** produced by the company's activity.
- Establish and periodically review environmental **objectives** and **goals**, following the principles of this policy.
- Comply with legal **standards** and current requirements and regulations applicable to the environment.
- Minimise waste and manage it appropriately, as established by the applicable regulations.

- ❑ Promote the sustainable use of natural resources by encouraging efficient consumption and investing in renewable energy.
- ❑ Identify, assess, and manage the significant environmental aspects associated with the company's operations and contribute to the protection of biodiversity and ecosystems by preventing and minimizing the environmental impacts resulting from our activities.
- ❑ Integrate climate change adaptation and resilience measures into the planning and implementation of our activities.
- ❑ Commitment to the continuous improvement of the environmental management system to improve the company's environmental performance.

Occupational Health and Safety

- ❑ **To provide safe and healthy working conditions** to prevent injuries and deterioration of the health of our workers.
- ❑ **Eliminate hazards and risks** and assess those that cannot be avoided in order to reduce and control them.
- ❑ Guarantee the **participation, information** and right to be consulted of all workers.
- ❑ Provide the technical, organisational and/or protection means necessary to **safeguard workers from the risks** of safety, industrial hygiene and ergonomics and psychosociology, derived from work.
- ❑ Establish and periodically review **health and safety objectives** to meet our commitment to **continuous improvement**.
- ❑ Commitment to comply with **legal and other requirements** such as those of stakeholders.

In this way, TESICNOR assumes as main milestones:

- ❑ To provide the Services and Products that meet the **highest demands and expectations of the market**, both in terms of meeting deadlines and in the intrinsic quality of our projects and services.
- ❑ We do not cease to increase **the satisfaction of our customers**.
- ❑ Maintain a **proactive system**, supported by knowledge and planning in such a way as to ensure the success of projects and services.
- ❑ **Analyse failures** to identify their causes and establish corrective measures to prevent their repetition as a measure of continuous improvement.
- ❑ Maintain an effective and capable quality management system, which complies with the requirements of the international standard UNE-EN-ISO 9001:2015, aimed at **minimizing risks and maximizing** the company's opportunities.

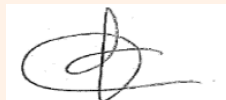
- ✦ Maintain the training standards of GWO (BST, ART, LTS, HVOP, S-SW, S-FA, S-FAA) and AELEC and TELCO.
- ✦ **Assess and minimise environmental impact, reduce resource consumption and improve waste management.**
- ✦ **Provide safe and healthy working conditions**, eliminating hazards and reducing risks proactively.
- ✦ Encourage worker participation and consultation on OSH issues.

The company's management is aware that the ultimate responsibility and leadership for obtaining the proposed levels of Quality, Environment and Health and Safety is theirs, and in this sense it provides and will provide all the Human, Technical and Economic resources necessary to achieve them and will promote the principles that identify TESICNOR:

- ✦ **Work:** Staff's willingness to competently meet the customer's requirements.
- ✦ **Respect:** Towards TESICNOR as an organization and towards all its members.
- ✦ **Innovation:** Active participation of TESICNOR staff in the introduction of new ideas aimed at increasing the satisfaction of our customers and our staff.

This policy is considered the basis for establishing and reviewing the company's quality, environmental and occupational health and safety objectives.

As of June 1, 2026, signed:



Santiago Pangua Cerrillo

Managing Director of Técnicas y Servicios de Ingeniería y Control del Norte S.L.