

OUR PURPOSE:

At **SYSTRA IBA**, our purpose is to solve the technical challenges of the future to improve people's lives, consolidating ourselves as the benchmark in engineering for transport, water, energy, mining and unique building. We base our management on technical excellence and sustainable innovation, maintaining an unwavering commitment to the integrity of people and respect for the environment in which we operate.

OUR COMMITMENTS:

To achieve our purpose, the Management assumes the following commitments:

- ❖ Ensure compliance with current legal requirements, internal regulations and voluntary commitments in all our geographical operations.
- ❖ Ensure safe and healthy work environments that protect the physical, mental and social integrity of our team, eliminating hazards and controlling risks throughout our operations to prevent occupational injuries and illnesses.
- ❖ Empower our team through continuous training and awareness, ensuring that each member performs their functions with high standards of safety, health and environmental responsibility, promoting the improvement of our processes and services from their area of responsibility.
- ❖ Guarantee consultation and encourage the participation of workers and their representatives in the Occupational Health and Safety Management System.
- ❖ Prevent pollution and mitigate environmental impacts through innovative technological solutions and the application of circular economy principles, optimising the use of natural resources (water and energy) and prioritising reuse and recycling, within the framework of our competence and scope of action.
- ❖ To promote continuous improvement in quality, environmental, occupational health and safety management through organizational learning and constant innovation in our services, strengthening the trust and loyalty of our customers.
- ❖ Promote the development of local communities and raise awareness among our team to actively participate in the organization's social action projects.
- ❖ Communicate and keep this policy available to all of our employees and relevant stakeholders.

CARLOS Alonso
CEO SYSTRA

JOAN Serrano
DG SYSTRA

JOSÉ MIGUEL Galera
CEO SYSTRA SUBTERRA

