

## QUALITY, OCCUPATIONAL HEALTH, ENVIRONMENT AND INNOVATION POLICY

**Grupo MARCO's** Management and team maintain our commitment to sustainable value for our clients, employees and stakeholders, contributing to the progress of the regions where we operate.

Grupo Marco has undergone constant growth since it was founded in 1988, evolving from its traditional activity areas (earthmoving) towards global service in construction, promotion, mining and industry. At the same time, we have tackled an intense territorial expansion, with a stable presence on three continents. All this growth has been driven and based on our fundamental values: work well done, satisfaction of people and sustainable development.

Continuing with this evolution involves taking on the challenge of adapting to a variable and highly competitive context. It also involves connecting with the needs and expectations of all our stakeholders, who have taken on environmental respect, sustainability, innovation and the well-being of people as fundamental values.

To do this, we have developed a system capable of effectively managing our commitment to quality (ISO 9001), occupational health (ISO 45001), respect for the environment (ISO 14001), innovation (UNE 166001 and UNE 166002) and social responsibility (iQNet SR10 and ODS).

This system establishes the frame of reference to strengthen a culture of continuous improvement and develop strategic direction, through:

- Determining good corporate governance criteria.
- The establishment of annual objectives of quality, occupational health, environment and innovation.
- Compliance with the applicable legal, regulatory and voluntary provisions and requirements.
- The highest quality guarantee in our activities, taking into account the best techniques available at all times and efficiently managing resources.
- The progressive incorporation of life cycle and circular economy criteria.
- The drive to build safe, healthy and people-oriented work environments, through actions consistent with our reality and aimed at eliminating hazards, reducing risks and improving the working environment.
- The improvement of environmental performance with actions consistent with nature, magnitude and environmental impacts generated by us: environmental protection, preventing pollution, sustainable use of resources and preservation of the ecosystems where we carry out our activity.
- The systematization of R&D&I processes, developing an environment that fosters innovation and provides value for the improvement of products, services, solutions, processes, systems, organizational structures and social interactions.
- The generation of positive relationships with our environment, promoting actions related to social responsibility.
- Personal and professional development of the people who make up the group.

**Grupo MARCO** Management identifies fully with this Policy. It consistently provides the means to implement it and make it a reality, based on the conviction that our challenges are only achievable because of everyone's commitment. To enable this involvement, communication, consultation and participation of workers and all interest groups will be encouraged.

*Fernando Marco Blanco*

Binefar, Spain February 20, 2020