



## **QUALITY, ENVIRONMENT, HEALTH&SAFETY AND INFORMATION SECURITY POLICY**

ADASA is an engineering company specialised in sector-specific and technological solutions applied to the integrated water cycle and the environment. It operates in a changing, digitalised and globalised environment in which excellence in service delivery, responsible management, innovation, sustainability, information security and the protection of people are essential requirements for competitiveness, development and progress.

ADASA's knowledge, experience and technological capabilities enable it to provide solutions that meet the needs and expectations of its customers and other interested parties, contributing to the efficient, safe and sustainable management of water and the environment.

Senior Management leads the organization towards a model of TOTAL QUALITY EXCELLENCE, using the following as strategic planning lines: process-based management, digitalization, knowledge management, human capital, the organization's innovative capacity, sustainability, organizational resilience, business continuity, the ability to respond to disruptive situations, and continuous improvement.

On its path towards excellence, ADASA has implemented an integrated management system for quality, environment, information security and occupational risk prevention, certified in accordance with the standards UNE EN ISO 9001, UNE EN ISO 14001, EMAS Regulation, UNE EN ISO/IEC 27001, ISO 45001 and the National Security Framework (ENS), medium level, pursuant to Royal Decree RD 311/2022.

Adasa defines its strategic actions based on the following principles:

### **Context, Strategy, and Sustainability**

- Systematically consider the internal and external factors that may affect the ability of the integrated management system to achieve its intended outcomes, including climate change, the energy transition, resource availability, technological evolution, cybersecurity, business continuity, organizational resilience, operational continuity, people's health and well-being, and the expectations of customers, public administrations, employees, suppliers, partners, and other stakeholders.
- Identify, assess and manage the risks and opportunities associated with quality, the environment, information security and occupational health and safety, integrating them into strategic planning, system objectives and the organisation's decision-making processes.
- Promote sustainability in all company processes by incorporating environmental, social, good governance, efficiency, innovation and value-creation criteria into the planning, execution and monitoring of our activities, and by progressing towards the objective of reducing CO<sub>2</sub> emissions as much as possible in our own operations and those of our customers.
- Achieve high levels of prestige and recognition within our sector through the sustainable development of our activities, committing ourselves to improving environmental performance, creating economic, environmental and social value in the short and medium term, and contributing to the progress and well-being of society.



### **Regulatory Compliance and Good Governance**

- Comply with the requirements of current legislation and regulations, as well as other requirements voluntarily subscribed to by ADASA and, where deemed appropriate, establish our own requirements to strengthen the performance of the Integrated Management System.
- Promote a culture of compliance and good corporate governance, integrating Compliance principles into the management of the organisation through the identification, assessment and monitoring of legal, regulatory, contractual, normative, ethical and voluntarily assumed requirements, as well as the prevention, detection and response to potential non-compliance.

### **Quality and Customer Focus**

- Establish, review and comply with the requirements relating to our products and services in accordance with international standards, legal, regulatory, contractual and specific requirements, in order to achieve customer satisfaction and ensure continuous improvement.
- Apply a process-based management approach to the organisation, identifying and considering occupational health and safety hazards and risks, environmental aspects and impacts, information security risks, and risks associated with the provision of our services. Seek to eliminate, reduce and control them effectively

### **Innovation and Digital Transformation**

- Drive innovation and digital transformation as strategic levers for the organization's continuous improvement, fostering the adoption of technologies, methodologies, and working models that contribute to enhancing efficiency, quality, sustainability, resilience, and value creation for customers, employees, partners, and other stakeholders.
- Promote the responsible development, implementation, and use of Artificial Intelligence and other emerging technologies in Adasa's internal processes, services, and solutions, ensuring their ethical, secure, and transparent application in alignment with applicable regulations, personal data protection, information security, fundamental rights, and the principles of digital trust, through the identification, assessment, and management of associated risks.

### **Environment and Climate Change**

- Protect the environment, prevent pollution and continuously improve the organisation's environmental performance by promoting the efficient use of energy and resources, the circular economy, waste minimisation, biodiversity protection, emissions reduction, the fight against climate change, the sustainability of water, oceans, forests and soils, and progress towards the objective of reducing CO<sub>2</sub> emissions as much as possible in our own operations and those of our customers.
- Integrate climate change adaptation and mitigation into the organisation's management where relevant, considering its potential effects on operations, infrastructure, service continuity, people's health and safety, the supply chain, customers and other interested parties.



### **Information Security and Resilience**

- Protect information security on the basis of the results of risk assessment and risk treatment, in order to ensure the confidentiality, integrity, availability, traceability and authenticity of information, as well as the protection of personal data and compliance with applicable legal, contractual and regulatory requirements.
- Strengthen the resilience of information systems, service continuity, cybersecurity, security across the technology supply chain, and protection against physical, environmental, climate-related, and digital threats that may compromise information, assets, services, or the trust of customers and stakeholders, ensuring business continuity, disaster recovery, crisis management, and the ability to restore critical operations within appropriate timeframes.

### **Occupational Health and Safety**

- Provide safe and healthy working conditions for the prevention of work-related injuries and ill health, eliminating hazards and reducing risks through appropriate preventive, organisational, technical and awareness-raising measures.
- Promote the physical and mental well-being of people, the prevention of psychosocial risks, diversity, equality, inclusion, respect and preparedness for emergency situations, including those arising from extreme weather events, health crises, technological incidents or other changes in the environment that may affect occupational health and safety.
- Ensure the consultation and participation of workers or their representatives in the management of occupational health and safety, encouraging their active involvement in hazard identification, risk assessment, the definition of preventive measures and the improvement of working conditions.

### **Human Rights and People**

- Increase commitment to respect for human rights, the elimination of forced labour, the abolition of child labour and the fight against modern slavery, understood as any form of severe exploitation, including human trafficking, slavery, servitude, forced marriage, debt bondage, deceptive recruitment of labour or services, and the worst forms of child labour.
- Promote teamwork, knowledge management and people development through a strong continuous training policy, creating a highly motivated, competent workforce that is committed to the company project and capable of addressing, with the highest level of assurance, all projects, changes and challenges required by the market.
- Raise awareness, train and qualify all personnel regarding the importance of global and integrated management, service quality, environmental protection, information security, occupational risk prevention, sustainability and continuous improvement, to ensure everyone's participation in each of the activities carried out by ADASA.

### **Communication and Stakeholder Engagement**

- Encourage internal and external communication and information regarding initiatives, objectives, relevant results and the policy, fostering its understanding, development and compliance, and convey to partners, suppliers and interested parties the values associated with corporate responsibility.



### **Continuous Improvement and Resources**

- Promote the continuous improvement of the performance and effectiveness of the Integrated Quality, Environmental, Occupational Risk Prevention, Information Security and Compliance System through the definition, measurement and periodic review of quantifiable objectives and indicators, consistent with the organisation's strategy, impacts, risks and opportunities.
- ADASA's General Management shall provide the human, technical, technological, organisational and financial resources necessary for the effective implementation of this policy and for its proper development, both during implementation activities and in the subsequent maintenance and improvement of its integrated management system.

### **Policy Review and Communication**

- This Policy shall be reviewed during management system reviews whenever significant changes occur in the context of the organisation, in the applicable requirements, or in the needs and expectations of interested parties, and at least once a year.
- Furthermore, it shall be approved by ADASA's General Management by signature and disseminated to the relevant interested parties, communicated to all personnel and made available to those concerned, ensuring its understanding, application and maintenance at all levels of the organisation.

Albert Molina Boschmonar  
General Manager ADASA  
June 2026

A handwritten signature in blue ink, consisting of a large, stylized 'A' followed by a cursive 'M' and 'B', with a horizontal line underneath.