

	INTEGRATED MANAGEMENT POLICY	MGI-Anexo 5
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Grupo Zedis is made up of a group of innovative companies with a strong commitment to Sustainability, which is why it integrates aspects related to the Planet, People and Good Governance.

To this end, the different objectives and the deployment of actions are focused on complying with this Environmental, Social, Product Quality, Ethical Leadership and Good Governance commitment applicable to the global processes of the Group companies.

The **ZEDIS Group** companies for which this Policy is defined are:

- **Zedis, S.L.:** for its activities of design, production, marketing, installation and maintenance of PLV (Place of Sale) advertising elements and media and furniture for stores in various materials and components.
- **Primur, S.A.U.:** for its design, development, production, installation, maintenance and after-sales service activities for street furniture.

The scope of application of this integrated management policy is for all the companies of the **Zedis Group** (Zedis, S.L. and Primur, S.A.U).

For this, the **ZEDIS Group** Management declares and discloses the Integrated Policy (Quality, Environment, Safety and Health at Work, as well as Social Management), which is the reference framework for compliance:

Quality Management System

With the aim of guaranteeing compliance with the expectations of our Clients, the **ZEDIS Group** is certified in accordance with the UNE-EN-ISO-9001 Standard, ensuring a Quality Management System that allows continuous improvement in service and attention to the requirements of our customers and the demands of Society and serve as a basis for continuous improvement. For this purpose, it establishes the following commitments:

- Improve our range of products to better cover and satisfy the needs of our customers.
- Increase the professionalization of our staff to better serve and advise our customers.
- Develop technology and constantly innovate our equipment, facilities and work processes to better meet demands.

Environmental Management System

The **ZEDIS Group** is aware of the society concern for the conservation and protection of the Environment. For this reason, it is certified in accordance with the UNE-EN-ISO-14001 Standard, ensuring an Environmental Management System consistent with the need to preserve the Environment and the place where our activities are carried out. For this, the Organization adopts an active position in the protection of the Environment and thus minimize its deterioration, acquiring the following commitments:

- Identify and evaluate the environmental effects associated with our activities, products and services within all levels of the Organization throughout the Product Life Cycle.
- Introduce, when possible, eco-design criteria in the development of new products, as well as provide information about them to our customers.
- Guide the Organization's Environmental Management towards planning preventive activities for better Resource Management and minimization of environmental impact.

Occupational Health and Safety Management System

The **ZEDIS Group** considers that people are the most important asset of our company. For this reason, it is committed to preserving the safety, health and well-being of the people who work in



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the Organization in accordance with the UNE-EN-ISO-45001 Standard, ensuring an Occupational Health and Safety Management System. In order to provide safe and healthy workplaces, the Organization undertakes the following commitments:

- Prevent injuries and deterioration of health related to work, guaranteeing that personnel carry out their work in safe and healthy places.
- Eliminate hazards and reduce risks that directly affect the health of workers by improving working conditions and raising levels of Safety, Health and Well-being by promoting a prevention management model aimed at the continuous improvement of working conditions.

Social Aspects

At the **ZEDIS Group** we value the involvement and participation of workers in all those matters that are of interest to them, all through the different work groups created in the Company.

- Equality Plan Commission, which oversees compliance with Equality.
- Health and Safety Committee, who ensures compliance with health and safety measures for workers.
- Company Committee, which represents the workers before the company and negotiates on working conditions.

Within the Social commitment is:

- Work with proximity suppliers for the positive impact of the nearby geographical environment.
- Maintain the history of collaboration with Special Employment Centres.
- Promote Equal Treatment and Equal Opportunities among the people of the company.
- Creation of Internal Talent Development plans.

Chain Of Custody

All the products that reach our Customers have previously gone through several transformations, many of which have taken place outside our doors. From the time they are obtained from the natural environment (or, in the case of recycled materials, from the recycling site) to their final delivery to the consumer, the materials that make up the products have constantly changed owners, who respond to the transformations applied.

With the aim of contributing to the sustainable management of natural resources, **Zedis, S.L.** has implemented a Chain of Custody Management System based on PEFC regulations that ensures the origin of all input and output materials of forest or tree origin, leaving evidence at all times of who is or has been responsible of its transformations.

Thus, the implementation of the Chain of Custody according to PEFC regulations allows a credible guarantee to be given to customers, companies, public administrations or final consumers that the items sold **in Zedis, S.L.** come from sustainably managed forests; as well as promoting the supply and demand of products from sustainably managed forests.

In order to ensure compliance with the PEFC Chain of Custody regulations, the Management of **Zedis S.L.** undertakes to:

- Ensure and demonstrate to any interested party that the products with PEFC Certificates come, partially or totally, from sustainably managed forests.
- Do not market forest and tree materials or products suspected of coming from illegal sources, until the suspicion has been resolved.
- Comply with social, occupational health and safety requirements.

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Aspects of Eco-design

In its effort to preserve the environment, **Primur, S.A.U.** is certified in accordance with the UNE-EN-ISO-14006 standard, considering the Ecodesign Management System as an integral part of its business, product and service management process, establishing a policy appropriate to the nature, magnitude and significant environmental impacts of the products designed and developed by the organization throughout their life cycle. The scope of the ISO 14006 standard covers Urban Furniture Design.

Primur, S.A.U therefore adopts the following commitments in relation to Eco-design:

- Continuously improve the environmental performance of manufactured products, based on knowledge of environmental aspects from design and development and throughout their life cycle, avoiding the transfer of adverse environmental impacts from one stage to another.
- Promote the continuous search for new products that incorporate Ecodesign techniques or criteria that can improve their behaviour from an environmental point of view.
- Ensure compliance with the requirements of environmental legislation related to the environmental aspects of its products that apply to it.

Strategic link with the Sustainable Development Goals and the commitments adopted

Environmental

- Life Cycle Management in product manufacturing.
- Principle of Pollution Prevention, correct waste segregation.
- Decarbonization Process: Solar energy generation.
- Optimization of the consumption of Raw Materials.
- Consumption of materials that are not harmful to the environment and people's health.
- Optimization of packaging consumption in manufactured products.
- Responsible consumption of water. Reduction in consumption in accordance with the Drought Risk Action Protocol.



Social

- Management of the Equality Plan.
- Training plans focused on increasing job skills.
- Minimization of incidents in terms of Safety and Health for Workers.
- Prioritization of proximity suppliers in purchasing management.



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Governance

- Management Committees, CoDir's.
- Generation of strategic alliances by area/department.
- Monitoring and Control of Legal Compliance.



Grupo ZEDIS undertakes to comply with all legal, regulatory and other requirements applicable to the activity carried out by the Organization related to Quality, the Environment and Occupational Health and Safety. In the same way, it is committed to promoting communication within the Organization with the direct and open consultation and participation of workers and their representatives within the different levels of the Organization.

For all this to be possible, the Management undertakes to provide all the necessary resources so that the Integrated Management Policy is public and communicated to all interested parties (staff, suppliers, customers and other interested parties).

Likewise, it delegates the responsibility for its compliance to those responsible for each of the processes defined in the organization, with its supervision and follow-up through the Management Committees.

Management of the Zedis Group