

**INTEGRATED QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY POLICY**

The activities that BACKER-FACSA, S.L. considers to be in accordance with the requirements indicated in the ISO 9001 and ISO 14001 International Standards are:

**Aiguafreda Centre (Barcelona):**

DESIGN, PRODUCTION, ASSEMBLY AND MARKETING OF HEATING ELEMENTS AND INDUSTRIAL APPLICATIONS.

**Centro Llanera (Asturias):**

DESIGN, PRODUCTION, ASSEMBLY AND MARKETING OF ELECTRICAL POWER RESISTORS FOR INDUSTRIAL APPLICATIONS.

In line with the vision, mission and policies of the NIBE Group, and as part of our commitment to Quality, the Environment and Occupational Health and Safety, **BACKERFACSA** establishes the following principles:

**1. Commitment to Quality**

- We promote a culture of quality focused on customer trust, ensuring that our products and processes comply with the principle of "zero errors". We work on continuous improvement, involving all staff in the detection and correction of deviations. Aligned with the NIBE Group, we guarantee verifiable quality criteria both internally and in our supplier network.
- We comply with the applicable legal requirements and other commitments that the organization subscribes to, in order to meet the explicit and implicit needs and expectations of our customers, offering quality, innovative and environmentally friendly products.
- We disseminate the objectives, goals, programs and criteria of the Integrated Management System at all levels, ensuring that they are understood and applied throughout the organization.

**2. Commitment to the Environment**

- We apply processes that reduce the environmental impact associated with our activities and we evaluate the environmental impact of new activities, services or products in advance, prioritizing solutions that minimize waste generation and pollution.
- We promote the rational and efficient use of natural resources, raising awareness among our staff and environment about this need and involving all stakeholders.
- We comply with applicable environmental legislation, other requirements that the organization subscribes to and we promote responsible action that contributes to the protection of the environment.

**3. Commitment to Occupational Health and Safety**

- BACKER-FACSA is committed to providing a safe and healthy working environment, aligned with the NIBE Group's Health and Safety Policy. We conduct regular risk assessments, safety inspections, and checks on critical equipment to prevent occupational injuries and illnesses. We promote incident reporting, specific safety training, emergency preparedness and the continuous improvement of our prevention system, ensuring compliance with all applicable legislation.
- We implement industrial hygiene measures in case of exposure to noise, dust, solvents or other agents, ensuring the proper use of personal protective equipment and compliance with legal limits.
- We train and inform employees, visitors and contractors about the risks associated with their activities and the safety standards necessary to work safely.

- Management leads by example and integrates health and safety into the daily management of the company, promoting the active participation of all staff.

#### **4. Commitment to Continuous Improvement and Resources**

- We consolidate the process of continuous improvement in the performance of our activities, promoting the participation of staff to reduce internal and external incidents in terms of quality, environment and health and safety.
- The Management makes available the human and technical resources necessary to achieve the established objectives, reviewing this policy periodically to ensure its validity, adequacy and effectiveness.

The Management makes this policy available to all its employees, customers, suppliers and other *stakeholders*, ensuring that it is reviewed and updated periodically.

In this sense, the necessary human and technical means will be provided to achieve the objectives and goals that are established.

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