

Environmental Policy

Context

Noatum's Environmental Policy aims to establish the guiding principles that will define and guide the Group as regards its environmental performance of its business activities. It will also provide a common framework for reference for the definition of environmental objectives and corporate actions that enable the achievement of the results planned by Noatum's environmental management system.

Noatum's environmental policy will be based around three lines of action:

- » **Risk management and compliance with environmental legislation** in all countries where it operates, as a basic premise in Noatum's commitment to the protection and conservation of the environment.
- » **Environmental protection**, implemented by actions to prevent pollution and reduce the Group's carbon footprint, the sustainable and efficient use of resources, and other measures to mitigate climate change and reduce the degradation of ecosystems.
- » **Continuous improvement of the environmental management system implemented in the Group.** Linked to an improvement in the identification, evaluation and operational control of the most significant environmental aspects for Stakeholders, in order to reduce the negative effects of the Group's activities and facilities.

With this environmental policy, the Group is therefore responding to its stakeholders' needs and expectations in terms of environmental conservation and protection, compliance with environmental legislation in the countries where it operates, as well as other voluntary requirements adopted by the company and alignment with Sustainable Development Goals (SDGs) seven, twelve, thirteen, fourteen and fifteen. Those Goals were adopted in 2015, and define the 2030 Agenda in the adoption of measures to protect the planet.

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Area of Application and Scope

This environmental policy has been designed based on the standards of the ISO 14001:2015 system and on the principles and scope of Noatum's management policy, within the Group's Integrated Management System.

This policy is applicable to all Group companies and all the people who work for the company and where appropriate, for contracted companies, will be notified thereof. The Group will ensure that this policy is made public and disseminated internally and externally.

Environmental Policy Commitments

Noatum believes that the conservation and protection of the environment where it operates must be included in the company's strategic objectives, and reflected in the Mission, Vision and Values that define the Group's raison d'être. To that end, it assumes a series of commitments, and their fulfilment will be ensured by the implementation and maintenance of the Group's environmental management system.

1. Compliance with environmental legislation, as well as other voluntary requirements and standards which are accepted as mandatory within the company, and also required of contracted companies, where appropriate.

2. Environmental risk management. By adopting a proactive approach to risk management, adopting preventive measures in the event of a hazard, and avoiding further damage in the event that it has already taken place.

3. Continuous Improvement of the Environmental Management SYSTEM. A management system based on the philosophy of continuous improvement partially

- » Improved identification, assessment and operational oversight of the most significant environmental aspects for stakeholders.
- » The development of a programme of periodic goals reviewable through monitoring, measurement and corrective actions, enabling risks to be reduced and controlled, and measurement of the effectiveness of the measures adopted.
- » Internal and external audits.
- » Training, awareness-raising and participation of workers and stakeholders to improve environmental performance.

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4. Environmental protection. Taking into account the environmental aspects affected by Noatum's business and also including subcontracted activities, in order to minimise the possible environmental impact in the area where it operates. To that end, the prevention of pollution, the efficient use of resources and the circular economy will be adopted as basic principles.

- » Adoption of the available technical improvements whenever possible, which are considered to be those that enable a high level of environmental protection to be achieved, and which can be applied in economically and technically viable conditions.
- » The search for efficiency in the use of resources used in business activities, focusing on energy and water consumption.
- » Promotion of the circular economy, based on criteria for the purchase of goods and services and the correct management of productive activities, in order to minimise the generation of waste, promoting reuse and recycling, and reducing the generation of hazardous waste.

5. Actions to address climate change: Establishing a range of actions to reduce the carbon footprint associated with Noatum's business activity. To that end, work will be done aimed at:

- » Promoting energy efficiency measures in work centres in order to reduce energy consumption.
- » A gradual transition towards electricity consumption from 100% renewable energy sources.
- » Minimisation of the impact of the refrigerant gases present in work centres.
- » Measurement of the carbon footprint and a medium and long-term approach to actions to reduce and offset the company's carbon footprint, and the footprint of services offered to customers.

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