



INNOVACIÓN | TECNOLOGÍA | SOSTENIBILIDAD

CORPORATE POLICY ON OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENT AND QUALITY

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Satlink S.L.U. (hereinafter referred to as "Satlink") has as its main strategic objective to achieve excellence in all its endeavors, with a primary focus on ensuring the quality of its products, guaranteeing sustainability in the short, medium, and long term both nationally and internationally, offering high-quality products and innovative services that are environmentally sustainable protecting health and safety of employees.

The principles and terms contained in this Corporate Policy apply to all professionals of the company Satlink and its subsidiaries, so any reference to Satlink in this document should be understood to refer jointly to Satlink and its subsidiaries.

In line with this strategic objective, the following guidelines are established:

- Adopt an attitude of open and constructive dialogue with all stakeholders, controlling and improving customer satisfaction and, at the same time, promoting employee motivation through their active participation in continuous improvement programs.
- Comply with all requirements established by current legislation applicable to the activities and services developed, as well as other requirements established by third parties.
- Implement programs aimed at achieving dynamic and continuous improvement based on risk assessment and opportunities, implementing appropriate methodology and practices to define objectives and goals, evaluating their degree of achievement.
- Conduct periodic reviews and audits of the Integrated Management System implemented, with the appropriate frequency, to ensure compliance with it and always with oversight and approval of top management.
- Require that the entire supply chain comply with environmental conditions and safety of their workers, as well as ensure the quality of all products and services provided by suppliers.
- Make the corporate policy on health and safety, quality, and the environment accessible to the public and employees.
- All individuals belonging to Satlink are obliged to comply with the measures established in the management system contributing to the process of continuous improvement.

To achieve these guidelines, the general objectives established in the scope of the different integrated management areas of the company can be consulted below.

QUALITY MANAGEMENT

Within the scope of quality management, in accordance with the requirements of UNE-EN ISO 9001 and AS 9120, the following general objectives have been delineated:

- Commitment to providing optimal products and services to customers, establishing continuous feedback mechanisms through appropriate tools necessary for this purpose.
- Enhance the personal and professional development of employees through training and participation in process and service improvement initiatives.
- Engage top management in guiding an integrated management approach, incorporating criteria for quality, environment, and the occupational health and safety.
- Ensure that the necessary means and resources are available to maintain and achieve the required level of quality in all company-related activities.
- Make quality objectives accessible to the entire organization, regularly updating them in response to identified opportunities, strengths, threats, and/or challenges.
- Communicate the quality policy to all members of **Satlink**, alongside the associated indicators and objectives.
- Ensure compliance with requirements and continuously improve the effectiveness of the quality management system.

ENVIRONMENTAL MANAGEMENT

Within the scope of environmental management, in accordance with the requirements stipulated in UNE-EN ISO 14001, the following general objectives have been delineated:

- Manage generated waste in an environmentally respectful manner, minimizing waste generation while promoting its reuse, recycling, and subsequent valorization.
- Monitor the carbon footprint generated in all operations and activities in which the company is involved, encompassing the entire supply chain and post-sale services.
- Communicate environmental objectives and significant aspects to the organization, while encouraging the participation of all staff members in their achievement and continuous improvement.
- Ensure compliance with current environmental legislation, taking into account requirements or regulations established by third parties.
- Raise awareness of the company's significant impacts on its environment, establishing appropriate environmental aspects associated with its activities, products, and services. Communicate these aspects to **Satlink** personnel to aid in their minimization.
- Make efforts for the continuous improvement of the environmental management system, raising environmental awareness among all stakeholders within the organization.

SAFETY & SECURITY MANAGEMENT

Within the domain of worker safety and health, aligned with ISO 45001 and occupational risk prevention laws, it was established an External Prevention Service for Occupational Medicine, Industrial Hygiene, and Workplace Safety, along with a Workers' Health and Safety Representative. The following objectives are considered:

- Integrate occupational risk prevention into all business activities and decisions, including technical processes, work organization, and prevailing conditions, extending responsibility to all hierarchical levels within the company.
- Commit to providing safe and healthy working conditions to prevent work-related injuries and health deterioration, while continuously improving workplace safety and health management and performance.
- Ensure all parties are committed to identifying and mitigating risks to occupational safety and health, with the aim of eliminating all potential hazards.
- Conduct thorough investigations of all accidents and incidents to implement appropriate preventive and corrective measures.
- Establish necessary channels of communication and training to enhance consultation and participation in matters of occupational safety and health.
- Implement an active ethical code, reflecting the company's values and principles, which must be embraced by all parts of the organization.
- Ensure compliance with applicable legal requirements and other obligations subscribed to by **Satlink** concerning hazards to the safety and health of its workers.

POLICY COMMUNICATION

*The present Corporate Policy on occupational health and safety, quality and environment is publicly accessible, being available to any internal or external individual of **Satlink**, through the corporate website.*

*The Policy will be reviewed and approved annually by the General Management of **Satlink** during the Integrated Management System (IMS) review. Subsequently, propriate communication and training initiatives are undertaken to ensure awareness and understanding.*