



Corporate Quality, Health and Safety, Environment and Energy Policy

Chief Executive Officer
12th July 2024

VERSION CONTROL

Version	Date	Changes
V1	01/07/2019	New Creation
V2	16/10/2020	Update
V3	12/07/2024	Update

CONTENTS

1. Purpose.....	4
2. Scope of Application.....	4
3. Guidelines and Principles of Action.....	4
4. Doubts, communications or complaints	5
5. Training and dissemination	5
6. Non-compliance	6
7. Review and Update	6

1. Purpose

Urbaser S.A.U., together with its subsidiaries, investee companies and joint ventures (collectively, the "Company" or "URBASER") bases its activity on sustainable development, generating value by transforming waste into resources and creating solutions with tangible impact for citizens, cities and the planet, making circularity a reality.

Its main activities are encompassed in Urban Services, Waste Treatment and Industrial Solutions, essential elements in the circular economy strategy, together with other activities that complement its value chain.

For URBASER, sustainability is the balance between environmental, social and economic responsibility: environmental protection, employee health and safety, economy, energy efficiency and climate protection are factors aligned with the services provided.

By means of this Policy, URBASER intends to establish the **guidelines and principles of action** to guarantee respect for the environment and the health and safety of its employees and collaborators.

The policy reflects the Company's commitment to achieve, for all its services and products, the quality and reliability required for the full satisfaction of its stakeholders, through adequate technical performance, environmental, energy and occupational risk control, considering the context in which URBASER operates and the risks and opportunities the Company faces.

2. Scope of Application

This Policy applies to all directors, managers and employees, including managers and members of the governing bodies of the various companies that make up URBASER, its subsidiaries and wholly or majority-owned companies and joint ventures controlled by URBASER management or in which it has a majority stake. All personnel must become aware of it and commit to its compliance, with the support of all the management of the areas involved.

Likewise, these performance principles are considered in the due diligence and procurement processes carried out. Their application covers all production operations, logistics, products generated, waste management services carried out by the Company, as well as the facilities used for this purpose.

Suppliers, contractors and collaborators, although independent organizations, are directly involved in URBASER's value chain. From the Company and through the Suppliers' Code of Ethics whose principles they must assume, they are urged to comply with some basic principles in Quality, Health and Safety, Environment and Energy, which include, at least, the fulfillment of all those obligations in this matter that correspond to them, according to the legislation in the countries where they develop their activity.

3. Guidelines and Principles of Action

In this sense, URBASER is guided by the following guidelines and principles of action:

- To **promote the circular economy, enhancing the value of the planet's resources**, based on knowledge, experience, solvency and cutting-edge technology, with **environmental solutions** that help to build a **more sustainable future**.
- Create opportunities, through proactivity and anticipation, to drive continuous improvement through **innovative solutions**.
- **To protect the environment** by preventing pollution, reducing the impact of activities, respecting the value of natural resources and the environment, and implementing solutions to transform waste into resources through innovation and the latest technologies.
- **Contribute to the mitigation of climate change** by promoting energy efficiency and carbon footprint reduction

measures. Support the use and generation of clean energy and renewable gas in its business activities whenever technically and economically feasible.

- Make **efficient use of energy and other raw materials**, as well as procure energy-efficient products, services and designs, and contribute to reducing the impact of the supply chain.
- Pursue leadership in the environmental sector through the **continuous improvement of its processes and assets** and ensure that the services and products supplied to customers are adequate, safe, reliable and in accordance with the specified or applicable requirements, maintaining quality levels that meet their expectations and collaborating with them to improve them.
- **Evaluate the possible risks derived from its services on people and the environment** at the earliest stages of its processes and establish action plans to prevent risks to people **and the environment** and, in those cases where it is not possible, reduce such risks to a reasonable level.
- **To provide safe and healthy working conditions** for its workers in order to mitigate possible injuries and health deterioration as a result of work, improving the performance of the Health and Safety Management System.
- **Provide the means for the consultation and participation** of all its workers and, when they exist, of their representatives in matters of Health and Safety.
- **Establish continuous improvement objectives** in its operations that contribute to **eliminate hazards and reduce occupational risks, minimize environmental impacts and achieve a high level of quality, environmental and energy performance**.
- **To involve and raise awareness among all its employees and stakeholders** so that they support and collaborate in the achievement of the objectives established in the areas of environmental protection, employee health and safety, quality and energy efficiency, as these are an integral and fundamental part of the Company's activity and its global management.
- **Plan and provide adequate training**, through the provision of the necessary resources to enable the promotion, compliance and development of this Policy, awareness of environmental impacts and occupational hazards arising from the activity of all employees.
- **Act transparently**, through regular disclosure of significant information related to environmental, health and safety and energy management issues.
- **Ensure compliance with applicable legal requirements** and other commitments subscribed by the Company in environmental and health and safety matters.

4. Doubts, communications or complaints

Queries within the scope of this Policy should be directed to URBASER's Corporate Quality, Health and Safety and Environmental Department.

Any incident regarding non-compliance with the provisions of this Policy and related procedures, or its alignment with the provisions of the Group's Code of Conduct, should be addressed to the corresponding regulatory compliance body through the Ethics Channel enabled on the Group's website (<https://urbaser.canaletico.app/>).

5. Training and dissemination

The necessary training and awareness actions will be promoted for the knowledge, implementation and monitoring of this Quality, Health and Safety, Environment and Energy Policy, through the provision of the necessary resources that allow its promotion, compliance and development.

The Chief Executive Officer and the Management Committee will drive and supervise the implementation of the policy in all areas of the company.

The policy will be made available to URBASER's stakeholders and interested parties, for their information and knowledge, through publication on the Group's corporate website and will be periodically communicated through the channels provided for this purpose.

6. Non-compliance

This Policy is considered a mandatory rule, so its violation will constitute a breach of it and the Company will take the appropriate disciplinary, contractual or legal measures, if any, without prejudice to other responsibilities that the offender may have incurred.

7. Review and Update

The Corporate Management of Quality, Health and Safety and Environmental Department shall review annually or whenever there is a substantial change in the context of the organisation with impact on this Policy to, if deemed necessary, gather new recommendations and best practices, thus proposing modifications and updates that contribute to its development and continuous improvement.



www.urbaser.com