

## HEALTH, SAFETY, ENVIRONMENT, QUALITY AND ANTI-BRIBERY (HSEQ&AB) POLICY

EGA Master is a European manufacturer of Premium industrial tools for the most demanding industrial users. It offers a complete one-stop solution based on continuous innovation that significantly improves safety and efficiency.

The range currently includes Industrial tools, Pipe tools, 1000V Insulated tools, ESD Electro-Dissipative tools, Non-sparking tools, Titanium non-magnetic tools, Anti-drop tools, Stainless steel tools, Pneumatic tools, Hydraulic Tools, Underwater tools, ATEX-certified Intrinsically-Safe Explosion-Proof Instruments and Tool Control Systems.

EGA Master products and solutions are used by the most demanding industries such as aerospace, military, automotive, shipbuilding, railway, power, construction, oil & gas or mining.

Some end users of EGA Master are companies and institutions such as Exxon Mobil, Shell, Airbus, United Nations, NATO, Coca Cola, Audi, Volkswagen, Nissan- Renault, Mercedes-Benz, Siemens or Philips. You can find a list of our most important end users, as well as some case studies in the following link <https://www.egamaster.com/en/what-our-customers-say>

The EGA Master proposition is sustained on **5 key pillars**:

- **One Stop Solution:** EGA Master is the only manufacturer that offers 12 ranges under a one-stop solution to reduce procurement and logistic costs for our customers.
- **Premium Industrial Quality:** EGA Master offers lifetime warranty for all its hand tools.
- **Personalization:** EGA Master offers workshop and tool personalization services to improve the control of tools and reduce unnecessary replacement costs as a result of tool theft or loss.
- **Responsive service:** As a result of our manufacturing model and investment in stock, we are able to provide an availability level above 98%.
- **Innovation:** EGA Master holds more than 200 patents and invests around 6% of its turnover in R&D+I to find ways to improve the safety and efficiency of industrial operations.

The EGA Master organisation expresses its firm commitment to Excellence and adopts the EFQM European Model for Excellence as reference for its management and understanding of the needs and expectations of its stakeholders, and introduces its HSEQ&AB systems according to the International Norms ISO 9001, ISO 14001, ISO 45001 and ISO 37001. In this way, EGA Master commits to continuously improve in the Management of its Integrated System to carry out activities at excellent levels of quality and service, to ensure the meeting of expectations, specifications and/or rules from its clients, in all products and services offered, whilst respecting the environment and preventing work related accidents.

Therefore, the EGA Master Management agrees to:

- Comply with all applicable legal provisions, expressly prohibiting any corrupt practice within the organization and establishing and applying a disciplinary system in case of non-compliance with the anti-corruption policy.
- Grant authority and independence to the Compliance Committee.
- Promote work behaviors, based on the prevention of incidents, respect for the environment, quality in the execution of work and respect for legality and ethical values, promoting the communication of irregular behavior through established channels, guaranteeing the absence of retaliation for the complainant.
- Integrate social, labor, ethical and environmental aspects into the strategy and management of the organization that exceed the requirements of the legislation.
- Permanently train personnel, training, informing and raising awareness on quality, prevention of occupational risks, anti-bribery policy and the environment, in order to carry out their work with the highest quality, ethics and in the most respectful way possible with the environment in a safe and healthy environment.
- Establish objectives and programs that lead to the continuous improvement of Quality, Environmental, Anti-Bribery and Occupational Health and Safety Management Systems, making available sufficient and adequate human resources, resources and materials, and favoring consultation, participation and involvement of the entire Human Team of the organization.
- Evaluate and reduce the environmental impacts of the activity carried out, paying special attention to prevention, waste generation and the most efficient use of raw materials, packaging materials, water and energy.
- Identify and evaluate the risks and opportunities for each of the organization's processes, implementing the appropriate measures to deal with them adequately, thereby ensuring the achievement of the desired results.

The commitments made in this Integrated Policy extend to all our stakeholder groups (Customers, Suppliers, People, and Society).

This Health, Safety, Environment, Quality and Anti-Bribery policy will be annually inspected and communicated to all employees of the organisation or those working under its name, as well as being made available to anyone outside of the organisation and members of the general public.

Vitoria-Gasteiz, 25th January, 2024  
CEO - EGA Master S.L.

