

IRIZAR FORGE: OUR POLICY

IRIZAR FORGE's main activity is based on design, production, and testing of crane hooks, forged pieces, and lifting, mooring and dragging components, having a capacity up to 5,000 tons both onshore and offshore.

We have set the most demanding requirements, both at a product level (critical and high responsibility product) and at a field of activity level (energy markets and extreme and harsh environments). Consequently, IRIZAR FORGE's activity exceeds average demands from on-going or ancillary market.

Therefore, IRIZAR FORGE's business plan must be built upon three cornerstones: firstly, Quality Management and Respect; secondly, quality and mutual respect on Human Resources Management, thus health and safety for people working with and for us; and thirdly, the environment where we operate.

Our stronghold is a sustainable corporate growth together with the promotion of a cost-efficient and wise use of our resources, whether natural, intellectual or economic.

To this end, the following principles and commitments are to be the heart of our actions and procedures:

1. Meet and, where possible, exceed market expectations on our company, providing competitive solutions in good time and appropriate manner, before competitors wherever possible; complying with the Management Handbook and every legal and regulatory requirement in force; and meeting taken over service and **quality commitments**.
2. Our company's health is everyone's health. Consequently, we will keep and monitor a safe working environment to **preserve the health** of all our employees, reducing risk and pollution sources, as all the accidents can be prevented and will be prevented using the available means. Risk management will be implemented by an updated and alive Occupational Risk Assessment and Prevention Plan, as well as an absolute compliance with legislation and regulations on Occupational Health, Safety, and Prevention.
3. Respect to our **natural and ecological environment** can and must go hand in hand with IRIZAR FORGE's strategic plan and live together with our business activity and sustainable corporate growth. Consequently, "better safe than sorry" culture is a key part of our organisation and we ensure an Environmental and Pollution Prevention Plan aimed at removing or reducing emissions, pollution sources, and waste generation. This plan also addresses rational use of natural resources and energy consumption adjustment in order to find a balance between comfort and profligacy.
4. To this end, we will rely on and organisation and management system helping to promote the commitment with the company itself and an on-going improvement; training as personal and professional development innovation and originality; and communication. In order to achieve a mutually beneficial relationship, the organisation requires that we are **engaged, self-motivated and eager** to the extent needed to face the challenges and attain the goals set at a given time. As a result, we will arrive at a climate of confidence creating a perfect environment to respond individual and shared challenges.



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lifting & mooring components



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Our commitment in IRIZAR FORGE is using with fairness every technical, financial, natural, and human resources at our disposal. In doing so, this Policy will become a reality in our daily lives and every stakeholder shall have access to it so that it is understood and implemented by any individual working for IRIZAR FORGE or on its behalf, as well as publicly disseminated.

This Policy shall be reviewed and adapted to the reality of the markets where we work, as well as to the closest environment, and shall become a touchstone for our company's objectives. An ongoing improvement is the line of thinking and core issue at IRIZAR FORGE, in short: **"TODAY, I HAVE PERFORMED BETTER THAN YESTERDAY BUT WORSE THAN TOMORROW"**.

MARIA LASA IRIZAR
Managing Director



Lazkao, 25th July 2018.