



INTEGRATED MANAGEMENT POLICY

3.1. INTEGRATED MANAGEMENT POLICY

At Manufacturas GRE, we are dedicated to the design and marketing of removable swimming pools and the marketing of related products: equipment, accessories, and chemicals for treating swimming pool water.

We also sell a wide range of accessories and related products. We are certified in Quality ISO 9001 and Environment ISO 14001. Likewise, the Management of MANUFACTURAS GRE, S.A. is committed to implementing and maintaining the chain of custody requirements in accordance with the PEFC standard (PEFC/14-38-00166) in force at all times.

With the aim of achieving the highest level of leadership in our market segment while promoting occupational risk prevention and environmental protection, the management of MANUFACTURAS GRE, S.A. is committed to developing and maintaining at all times an 'Integrated Management System' governed by the following principles:

1. To satisfy all the requirements of our current and future customers and analyse all information provided by them as a fundamental basis for the improvement process.
2. Strengthen stable cooperative relationships with our suppliers through agreed quality agreements in order to minimise both internal and external rejections.
3. Obtain certification for our swimming pools in accordance with European standards.
4. Promote sustainable development and actively contribute to protecting the environment and its continuous improvement, based on compliance with all legal and other requirements to which we subscribe.
5. Prevent environmental pollution by regularly reviewing the environmental aspects associated with existing or future processes, products, and activities.
6. Take public opinion into account in order to contribute to a better understanding between the parties, respond to growing social demand in relation to the environment, and improve the company's image.



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7. Comply with the social, health and safety requirements defined in the PEFC standard:

- a. Do not prevent workers from freely associating, electing their representatives, or collectively bargaining with the company.
- b. Do not use forced labour.
- c. Do not hire workers below the legal minimum age.
- d. Do not prevent equal opportunities and treatment for workers.
- e. Working conditions do not endanger the safety or health of workers.

We are aware that in order to properly develop our Integrated Management System, we must take responsibility for achieving objectives that are established and verified at least once a year by management and focused on fulfilling our commitment to continuous improvement in the areas of quality, safety and the environment.

The necessary human and material resources will be deployed to achieve these objectives. Our management is based on the active participation of all employees, whose information/opinions are considered essential for improving working conditions at MANUFACTURAS GRE, S.A.

In order to ensure that this Management Policy is understood, applied and kept up to date by all levels of the organisation, it is made available in a controlled manner to each of the department heads so that they can communicate its provisions to each and every person under their responsibility. Likewise, this Management Policy is made available to customers and the general public upon request.

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