

# SUSTAINABILITY POLICY

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ESG - GHENOVA



# GHENOVA GROUP SUSTAINABILITY POLICY

The GHENOVA Group will develop its business model in alignment with the United Nations Sustainable Development Goals ([Agenda 2030](#)) and the Paris Agreement ([COP-21](#)) in areas where its contribution is relevant. To this end, the Board of Directors of the Group's parent company has approved the following:

The GHENOVA Group will *progressively address* the following challenges:

- Integrate existing policies into a single **sustainability policy**, comprehensively organizing and systematizing all elements applicable to GHENOVA and its stakeholders from a sustainability perspective.
- Update the Group's strategic **vision** and guiding **principles** to align them with the growth experienced in recent years and guide them towards the expected future.
- Define a more modern and innovative **people management** policy to position ourselves as the ideal place to work and develop personally and professionally.
- Automate and **digitize corporate processes** to facilitate continued growth, allowing machines to handle routine tasks while enabling us to focus on strategic thinking and developing the growth potential of the Group.

These challenges will materialize in successive deliverables that will shape the sustainability policy of the GHENOVA Group. Their development is agreed upon by the Board and is set to take place throughout 2024.

**Starting in 2024, the GHENOVA Group will integrate into its strategy the prioritization of actions based on their contribution to the Sustainable Development Goals.** We will conduct an assessment of the impacts of our operations to monitor and continually evaluate them. In this way, the Management will lead:

- The addition of the Sustainable Development Goals (SDGs) into the Group's long-term goals as a value generation element, personnel and supply chain management, and a way to address risks.
- The integration of the SDGs into all functions of the organization and communication activities, seeking coherence between our actions and approaches across all territories, adapting to contextual differences as appropriate.
- Proactive alliances with other entities to complement our capabilities to lead actions related to the SDGs.
- Transparency, managing risks, and responsibility regarding regulatory compliance, potentially going beyond applicable standards.

Furthermore, the Board of Directors of the Group's parent company has updated the **purpose, vision, mission, and principles of GHENOVA to apply to the entire organization**, as outlined below.



# GHENOVA GROUP SUSTAINABILITY POLICY

## PURPOSE

It is the responsibility of the Board of Directors of the GHENOVA Group to establish the principles, objectives, and values that must define the direction and management of the Group, in order to **generate a sustainable business model** that creates long-term added value, addresses the needs and expectations of its stakeholders, identifying and optimizing the company's sectors.

### VISION The roadmap

Consolidate leadership as a reference engineering firm in the naval, defense, or marine renewables sector by offering flexible solutions tailored to customer needs.

Diversify, sustainably consolidate, and expand our service portfolio, enhancing multidisciplinary consulting and engineering solutions in energy and industry, waste valorization, efficient water use, digital services, cybersecurity, logistics, transportation, or any engineering-related activity.

Provide integrated solution packages tailored to their needs, leveraging synergies among our areas of expertise.

### MISION The day-to-day

Meet the needs of our clients and contribute to the sustainable economic and technological progress of our society by applying engineering with a sustainable and multidisciplinary approach.

We believe in a cleaner and more innovative future.

Have the best-prepared professionals, training them to provide close and quality responses to customer needs, motivating them to grow and develop with confidence and autonomy.

Talent transformed into solutions.

## VALUES

The GHENOVA Group will develop its business model in alignment with the United Nations Sustainable Development Goals ([Agenda 2030](#)) and the Paris Agreement ([COP-21](#)) in areas where its contribution is considerate relevant.

Additionally, the GHENOVA Group commits to observing the [Universal Declaration of Human Rights](#) by the [United Nations](#) and the [Declarations of the International Labour Organization](#) (ILO).



## ■ Our Values

The values derived from our Vision and Mission extend horizontally across the entire Group and its stakeholders.

### We prioritize the quality of our projects.

- The GHENOVA Group is committed to **quality in all its products and services**, instructing its personnel to strive for the highest quality and customer satisfaction. The group provides the necessary resources for the development of the most appropriate quality management system.

### We care about our personnel, our greatest asset.

- GHENOVA ensures a **safe and healthy working environment** for its personnel and prioritizes creating a friendly and close-knit work atmosphere where individuals can grow and develop both professionally and personally. Since the pandemic, the company has also been exploring improvements in more flexible working conditions to facilitate work-life balance for its employees.
- The Group promotes **equal opportunities** and is committed to continually seeking measures that facilitate the reconciliation of family and professional life, firmly advocating for **diversity** as an enriching element in work relationships.

### We respect the environment and work to protect it.

- The GHENOVA Group is committed to minimizing the impact of its activity on **the environment** through measures such as energy savings, energy efficiency, incorporation of circular economy principles, water use efficiency, awareness initiatives, among others. Additionally, the group is dedicated to seeking and proposing preventive and environmental improvement measures in its projects for clients.

In relation to these first three principles, the GHENOVA Group has an Integrated Management System with its own **Manual for Quality, Environment, and Safety and Health at Work**. This system aims to define and establish the necessary guidelines for all the services provided by the Group to meet the appropriate parameters in each of these facets.

Therefore, all GHENOVA Group personnel must assume the responsibility associated with their position from the moment they join the Group, in accordance with the specifications outlined in the Integrated Management System.

GHENOVA's Integrated Management System holds the following certifications:

- ISO 14001:2015 "Environmental Management Systems. Specifications and guidelines for use"
- ISO 9001:2015 "Quality management system. Requirements"
- ISO 45001:2018 "Occupational Health and Safety Management Systems"

Furthermore, companies with the Integrated Management System also hold ISO 27001 "Information Security Management System" to ensure the continuity of the Group's activity in the face of any threat.



### Closeness and professionalism define our leadership.

- The leadership of the Group has driven growth to the present and anticipates exponential development in the coming years. The leadership style, both from top management and middle managers in the organization, is characterized by **close interaction with personnel and clients**. Professional, rigorous attention is provided, tailored to their needs.

### We add value where we establish ourselves.

- The growth strategy of the GHENOVA Group, enabling project development anywhere in the world, is based on establishing a presence where **talent** exists. This not only facilitates access to the job market, especially for the younger generation and individuals facing difficulties entering the workforce but also emphasizes the belief in the combination of youth and experience as a key element of success.
- GHENOVA participates in various initiatives, particularly in the areas of **education and training, as well as in sports, cultural, or charitable activities** in the regions where it operates. This involves sharing the added value generated by its activities.
- Additionally, the GHENOVA Group hires services from local companies, which must align with its policies, establishing **fair partnerships** that benefit all parties involved.

### Honesty and integrity are our letter of introduction.

- The GHENOVA Group is committed to complying with the legislation of the territories in which it operates, in addition to its own internal policies, and particularly with its own **Code of Ethics and Conduct**.

All personnel within the Group must ensure good faith in the development of business and establish internal and external channels that allow for the secure and anonymous reporting of irregularities. In accordance with Directive (EU) 2019/1937 of the European Parliament and of the Council of October 23, 2019, on the protection of persons who report breaches of Union law ("[WHISTLEBLOWING DIRECTIVE](#)"), the GHENOVA Group has an internal reporting channel for the reporting of any irregularities or non-compliance.



The GHENOVA Group has been committed to environmental respect since its inception and is dedicated to contributing to a cleaner and more sustainable world. The companies within the Group promote ESG (Environmental, Social, and Governance) measures that engage employees, customers, supply chains, shareholders, and, overall, the communities in which it operates through:



## Environment

- Integrated Management System (all companies within the Group)
- Guide to good environmental practices in project development.
- Tips for good environmental practices in the workplace.



## Social

- Product quality and customer satisfaction.
- Talent acquisition and development.
- Employee well-being and satisfaction.
- Health and workplace climate.
- Human and labor rights.
- Equal opportunities.
- Responsible and sustainable value chain.
- Socio-cultural commitments.



## Governance

- Good Governance.
- Corporate Risks.
- Regulatory Compliance.
- Code of Ethics and Conduct.
- Transparency and Fiscal Responsibility.
- Innovation, Technology, and Digitalization.
- Information Security, Industrial Safety, Cybersecurity.

