

## INTEGRATED POLICY ON QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY

Rev.02 – 05/02/2026

Técnicas y Servicios de Ingeniería y Control del Norte SL (hereinafter, TESICNOR) is a company located in Noáin (Navarra), with offices in Alcalá de Henares (Madrid), Albolote (Granada) and Villalba (Galicia), dedicated to the **Development of Engineering projects, Supply of Safety Material, Teaching of OSH courses, Development of Industrial Safety projects, Installation and preventive and corrective maintenance, Occupational Safety in construction projects, Document Management (BAC), Development, sale, implementation and maintenance of Computer Applications and Natural Disaster Risk Reduction**.

TESICNOR establishes, declares, and assumes a permanent commitment to quality, respect for the environment, and occupational health and safety. For this reason, Management has implemented, maintains, and continuously improves the Integrated Management System for Quality, Environment, and Occupational Health and Safety, based on compliance with the requirements of UNE-EN ISO 9001:2015, UNE-EN ISO 14001:2015, and UNE-EN ISO 45001:2023 standards, respectively, in all processes carried out at its Noáin headquarter.

### **Exclusion from scope (ISO 9001-14001-45001): Alcalá de Henares Center, Albolote Center (Granada) and Villalba Center (Galicia)**

Likewise, with regard to **training activities**, and specifically regarding the teaching of the different courses certified under the **Global Wind standard Organization (GWO)** standard:

**In Noáin :**

- ▣ Basic Safety Training Standard (BST: WAH, FA, MH, FAW and SS) and its recycling, Basic Safety Training Refresher Standard (BSTR).
- ▣ Advanced Rescue Training (CART, ART-H, ART-N, SART-H and SART-N) and its recycling Advanced Rescue Training Refresher Standard (ARTR).
- ▣ Lift Training Standard (SLU and SLIIR).
- ▣ High Voltage Operations (HVOP)
- ▣ Solar Safety Training: S-SW, S-FA, S-FAA
- ▣ Basic Safety Training Standard, On Site modality.

**In Alcalá de Henares:**

- ▣ Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training

Email: [tesicnor@tesicnor.com](mailto:tesicnor@tesicnor.com) Web: <http://www.tesicnor.com>

Page 1 of 2



Refresher Standard (BSTR).

In **San Agustín del Guadalix** (Iberdrola campus):

- ▣ Basic Safety Training Standard (WAH, FA and MH) and its recycling Basic Safety Training Refresher Standard (BSTR).

In **Granada**:

- ▣ Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training Refresher Standard (BSTR).

In **Villalba**:

- ▣ Basic Safety Training Standard (WAH, FA, MH and FAW) and its recycling Basic Safety Training Refresher Standard (BSTR)

In **Ricobayo** (Iberdrola campus):

- ▣ Basic Safety Training Standard (WAH, FA and MH) and its recycling Basic Safety Training Refresher Standard (BSTR).

TESICNOR's Management is committed to providing the necessary resources to ensure compliance with these and other applicable requirements, as well as those defined by clients and applicable legal and regulatory requirements, and wishes to express, through this document, its convictions and commitments:

**Quality :**

- ▣ Quality is a key factor in the **survival and growth of the Company** and must be assumed, with responsibility, by all its components, starting with Management.
- ▣ At TESICNOR, the quality of service delivery will always be subject to **improvement**, through critical analysis of the execution of work and services.
- ▣ With the collaboration of all TESICNOR members, and using this document as a reference, the **Quality Objectives** set by the organization will be achieved.

**Environment :**

- ▣ Assume responsibility for **pollution prevention** and the **control and mitigation of environmental impacts** produced by the company's activity.
- ▣ Establish and periodically review environmental **objectives** and **goals**, **following the principles of this policy**.
- ▣ Comply with current **legal standards**, requirements and regulations applicable to the environment.

- ▣ Minimize waste and manage it properly, as established by applicable regulations.
- ▣ Optimize resource and energy consumption.
- ▣ Identify, assess and control the significant environmental aspects associated with the company's activity.
- ▣ Commitment to the continuous improvement of the environmental management system to enhance the company's environmental performance.

## Occupational Safety and Health

- ▣ **To provide safe and healthy working conditions** to prevent injuries and deterioration of the health of our workers.
- ▣ **Eliminate hazards and risks** and assess those that cannot be avoided in order to reduce and control them.
- ▣ Guarantee the **participation, information** and right to be consulted of all workers .
- ▣ To provide the necessary technical, organizational and/or protective means to **safeguard workers from the risks** of safety, industrial hygiene and ergonomics and psychosocial factors arising from work.
- ▣ Establish and regularly review **health and safety objectives** to meet our commitment to **continuous improvement** .
- ▣ Commitment to meet **legal requirements and other requirements** such as those of interested parties.

In this way, TESICNOR assumes the following as its main milestones:

- ▣ To provide services and products that meet the **highest demands and expectations of the market** , both in terms of meeting deadlines and the intrinsic quality of our projects and services.
- ▣ To never stop increasing **customer satisfaction** .
- ▣ Maintain a **proactive system** , supported by knowledge and planning, in such a way as to ensure the success of projects and services.
- ▣ **Analyze failures** to identify their causes and establish corrective measures to prevent their recurrence as a continuous improvement measure.
- ▣ Maintain an effective and capable quality management system that meets the requirements of the international standard UNE-EN-ISO 9001:2015, aimed at **minimizing risks and maximizing opportunities** for the company.
- ▣ Maintain GWO's training standards (BST, ART, LTS,) and AELEC and TELCO training standards.
- ▣ **Evaluate and minimize environmental impact, reduce resource consumption, and improve**

waste management .

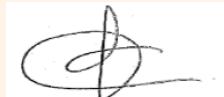
- **Provide safe and healthy working conditions** by proactively eliminating hazards and reducing risks.
- Promote worker participation and consultation on occupational safety and health (OSH) issues.

The company's management is aware that the ultimate responsibility and leadership for achieving the proposed levels of Quality, Environment, and Health and Safety rests with them, and in this regard provides and will provide all the necessary Human, Technical, and Economic resources to achieve them and will promote the principles that define TESICNOR:

- **Work** : Staff willingness to competently meet customer requirements.
- **Respect** : Towards TESICNOR as an organization and towards all its members.
- **Innovation**: Active participation of TESICNOR staff in the introduction of new ideas aimed at increasing the satisfaction of our customers and our staff.

**This policy is considered the basis for establishing and reviewing the company's quality, environmental, and occupational health and safety objectives.**

On February 5 of 2026, signs:



**Santiago Pangua Cerrillo**

Managing Director of Técnicas y Servicios de Ingeniería y Control del Norte SL