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The Board of Directors of "Disseny, Estudi i Mecanització, S.L." (hereinafter **DEM**) is responsible for designing, evaluating and permanently reviewing the company's sustainability from all possible perspectives.

As part of this responsibility, **DEM's** Board of Directors has adopted this Environmental Policy (hereinafter "the Policy").

1. Purpose

The Policy aims to establish a framework for integrating the protection of nature and the environment into **DEM's** strategy, investments and operations and define principles of action that guide our management of the natural environment and capital.

DEM regards respect for the environment as one of the core components of the concept of sustainability. It, therefore, undertakes to promote the implementation and use of renewable energy sources and smart grids while at the same time using conventional energies efficiently and prioritising the reduction of emissions and digital transformation.

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DEM believes in respecting and protecting the environment and incorporating environmental values and goals into all its activities and processes. It is also committed to complying with environmental regulations and the best international practices in this field.

When it comes to environmental protection and compliance with the increasingly stringent regulatory requirements, **DEM** relies on its business model, supported by a culture that promotes transparency and ongoing dialogue, to respond to the expectations of its suppliers, customers and the public authorities with jurisdiction in its operational areas.


2. Basic principles of action

To achieve the practical implementation of its commitment to the environment and to promote environmental sustainability, **DEM** has articulated the following basic principles of action, which apply to all its activities and businesses and which will be incorporated into its internal decision-making processes:

- a) develop a sustainable business model that respects nature, biodiversity and historical-artistic heritage

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- b) comply with regulations and adapt to current environmental standards
- c) apply the mitigation hierarchy (avoid, minimise, restore and ultimately offset) to all activities;
- d) promote innovation through research and support the development of new technologies and environmental best practices
- e) ensure the sustainable use of natural capital. In particular:
- ensure a rational and sustainable use of energy and water
 - improve the circularity of both its own activity and that of its suppliers through the sustainable use of natural resources, implementing life cycle analysis, employing eco-design for infrastructures, applying the waste hierarchy and optimising waste management and the use of recycled materials
 - incorporate the protection and promotion of biodiversity into **DEM's** strategy and develop a sustainable and nature-positive business model
- f) conserve, protect and promote the development and growth of natural heritage


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g) implement an environmental management model that applies the principles of precaution and continuous improvement and puts the environment at the centre of decision-making by:

- regularly assessing the environmental risks of its activities, facilities, products and services and improving and updating the mechanisms designed to prevent, mitigate or eradicate them
- ensure continual identification, assessment and mitigation of the environmental impacts of **DEM's** activities, facilities, products and services
- manage risks and impacts by establishing targets, programmes and plans that promote the continuous improvement of **DEM's** environmental processes and practices, as well as monitoring, control and audit mechanisms
- provide environmental training for **DEM** professionals


h) reduce the environmental impact and improve the environmental performance of the company, from a life-cycle perspective

i) inform, educate and encourage its professionals, contractors, suppliers, customers and the public authorities with jurisdiction in its

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operational areas to engage with the commitments and principles of this Policy

- j) report the company's environmental performance and results transparently.

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3. Priority lines of action

In order to fulfil its commitment to nature and the environment and to promote environmental sustainability, **DEM** has identified three priority lines of action, in which the basic principles of action set out in the previous section will be applied:

- a. climate action
- b. protecting biodiversity
- c. circular economy

This policy was approved by the Board of Directors of **DEM** on 1 June 2023.