

MANAGEMENT POLICY

HISPALED is a company dedicated to the design, manufacture, and marketing of LED lighting solutions.

At HISPALED, we believe the customer should be the benchmark for our work. This principle implies that our efforts are only successful if they meet the expectations of our stakeholders.

In this regard, this objective extends to everyone working at HISPALED. The bond between our employees must transcend the traditional customer-supplier dynamic; we aim to meet the professional and personal expectations of our colleagues and all other stakeholders.

As an **Integration Company** certified under Law 44/2007, we are committed to the social and labor integration of unemployed individuals at risk of social exclusion through meaningful, paid employment.

The following principles govern our management:

1. **Continuous Improvement:** We strive for excellence. We maintain rigorous records and indicators to identify opportunities for improvement in our environmental, energy, safety, and product quality performance.
2. **Leadership by Example:** Management is committed to leading by example, ensuring the implementation and enforcement of this Management Policy.
3. **Learning Culture:** We view mistakes as learning opportunities, implementing measures to prevent their recurrence.
4. **Balance between Creativity and Process:** We embrace creativity to offer unique features to our customers, while operating under detailed procedures that define responsibilities and workflows.
5. **Legal Compliance:** We strictly adhere to current legislation, customer requirements, and our own internal standards.
6. **Environmental Protection:** Aware of current environmental challenges, we aim to protect the environment by designing products with maximum energy efficiency and durability. We are committed to preventing environmental impact, complying with regulations, and reducing the consumption of resources (electricity, paper, etc.).
7. **Occupational Health and Safety:** We provide all necessary means to prevent injuries and health risks. We prioritize the elimination of hazards, promote employee consultation and participation, and ensure full compliance with occupational health and safety regulations.
8. **Strategic Vision:** To maintain our direction, we define clear objectives and goals, assigning specific responsibilities, deadlines, and resources for their achievement.
9. **Social Value:** We contribute to the fight against poverty and social exclusion by creating employment and training opportunities for vulnerable youth, supporting their integration through personalized social and labor pathways.

This Policy, developed by Management, serves as the guiding philosophy for our actions. It is our priority to communicate this vision to all employees and stakeholders.

Jorge Fraile

CEO, HispaLed

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