

CORPORATE SOCIAL RESPONSIBILITY POLICY ED 01

AVANTE QUALITY SERVICES S.L. is firmly committed to respecting people, the environment and contributing to a better society in our business activity.

In our company we have the firm commitment to carry out our inspection and labour activities in accordance with the applicable laws and recognized national and international legislation.

We ask our suppliers and collaborators to carry out their activities respecting and covering these principles, considering our code of ethics, Quality policy and HSE policy.

COMMITMENTS TO OUR EMPLOYEES

- ***RESPECT AND INTEGRITY***

We respect the personal dignity, privacy and individual rights of all people, regardless of gender, nationality, culture, age, sexual orientation, disability, religion or skin colour. Thus, the general management is committed to equal opportunity, fair and respectful treatment towards and among all colleagues. Hiring, recognition, promotion and/or termination decisions must be based solely on qualifications, experience and performance.

- ***HUMAN RIGHTS***

AVANTE QUALITY SERVICES S.L., declares its commitment and commitment to human and labour rights recognized in national and international legislation, respecting international standards for the protection of the fundamental rights and freedoms of persons affected by its activities. Specifically, it declares its total rejection of child labour and all types of forced, compulsory or coerced labour and is committed to respecting freedom of association and collective bargaining.

- ***TRAINING AND PROFESSIONAL DEVELOPMENT***

AVANTE QUALITY SERVICES S.L., is committed to maintaining a training policy for the learning and personal and professional development of its employees, having as fundamental pillars.

- Training, evaluation, and continuous development of staff (AQS Training Plan).
- Clear communication with staff
- Remuneration and benefits paid correctly and on time.

COMMITMENTS WITH OUR COLLABORATORS AND CLIENTS

- ***FIGHT AGAINST BRIBERY AND CORRUPTION***

AVANTE QUALITY SERVICES S.L. requires compliance with all applicable laws prohibiting bribery and other anti-corruption legislation that may be applicable, not only in Spain but also in those countries where the company operates, requiring compliance with all applicable laws and regulations, including those relating to lobbying and anti-corruption. Individuals and legal entities subject to AVANTE's code of ethics must act in accordance with the applicable laws, and under no circumstances may they resort to or tolerate bribes from third parties to any collaborator, its employees or vice versa.

- **CONFIDENTIALITY**

In order to guarantee its clients, the property rights and confidentiality of the information, the staff of AVANTE QUALITY SERVICES S.L., is obliged to observe professional discretion in relation to the results of the inspection work performed. is obliged to observe professional discretion in relation to the results of the inspection work performed.

All information received in the course of the presentation of services by AVANTE QUALITY SERVICES S.L., and subsequent to its presentation, shall be treated with the utmost confidentiality. and after its termination for any reason whatsoever shall be treated as confidential, provided that such information has not already been published, is not available to third parties or is not in the public domain.

Likewise, it undertakes not to disclose to third parties any information or documentation relating to the commercial actions, strategies or business plan of AVANTE QUALITY SERVICES S.L.

COMMITMENT TO THE ENVIRONMENT

- **PROMOTING HEALTH, SAFETY AND ENVIRONMENT**

AVANTE QUALITY SERVICES S.L. values the benefits for the employee and for the company of the existence of a balance between the professional and personal responsibilities of its employees, so it will promote measures aimed at reconciling these two areas and offer a better quality of service to our customers.

AVANTE QUALITY SERVICES S.L. provides a safe and stable environment in the workplace and is continuously committed to eliminate risks in the workplace, as well as to promote and scrupulously respect the applicable regulations in this area in all places where it carries out its business activities. All employees are responsible for knowing the occupational health and safety regulations, observing strict compliance with them and ensuring, within the scope of their duties, their own safety, that of other employees, customers, suppliers, collaborators, subcontractors and, in general, of all persons who may be affected by the development of the activities of AVANTE QUALITY SERVICES S.L.

Preservation and respect for the environment is a fundamental concern and one of the basic pillars of action of AVANTE QUALITY SERVICES S.L., which is manifested in compliance with the best environmental practices in the development of all its activities, through the prevention and minimization of environmental impacts and conservation of natural resources, including:

- Optimizing the consumption of natural resources (raw materials, energy, water).
- Managing and disposing of all waste responsibly in our offices.
- Optimizing inspectors' routes to work sites, thus minimizing our carbon footprint.

COMMITMENT TO SOCIETY

As indirect external stakeholders, we provide services with a positive impact on quality, health and safety, as well as on the protection of society and the environment.

In addition, AVANTE QUALITY SERVICES S.L., recognizes the importance of participation and involvement in the community, encourages and supports the participation of employees and collaborators in service activities that contribute to the improvement of our society, such as;

- Opportunities for local social and economic development.
- Supporting staff in their participation in volunteer days and solidarity actions.
- Supporting the community by hiring local personnel.

This policy will be reviewed annually by the Management for its continuous adaptation and will serve as a reference framework for the establishment of quality management objectives, being communicated to all personnel so that they are aware of their individual obligations and being available to the public and other interested parties.

Signed: Management
01/12/2021



AVANTE
QUALITY SERVICES