



## **POLICY ON QUALITY, THE ENVIRONMENT, HEALTH AND SAFETY, AND SOCIAL RESPONSIBILITY**

The management of **FAL CALZADOS DE SEGURIDAD, S.A.** has established that all its departments must act in pursuit of the following strategic objectives:

1. - The Quality, Environment, Health and Safety, and Corporate Social Responsibility (CSR) Policy of **FAL CALZADOS DE SEGURIDAD, S.A.** aims to promote the satisfaction of our customers and other stakeholders, minimise pollution, respect the environment, prevent harm and damage to health, compliance with all legal and other requirements regarding quality, the environment and occupational health and safety hazards, as well as other requirements in the field of corporate social responsibility (CSR), providing the framework for establishing and reviewing objectives and targets for quality, the environment, health and safety, and social responsibility
  
2. - Every member of staff within the company is directly responsible for quality, environmental protection, the prevention of harm, and adherence to ethical principles and social responsibility in the performance of their duties and work, as well as for the resulting outcomes, which must be directed towards a twofold commitment:
  - + The complete satisfaction of customers and distributors.
  - + The continuous improvement of the company.
  
3. - That the quality, environmental, health and safety, and CSR management system builds trust among the staff of **FAL CALZADOS DE SEGURIDAD, S.A.**, our customers, various public and private bodies, and other stakeholders.
  
4. - Particular emphasis should be placed on preventing errors, preventing contamination and preventing damage; and, should any occur, they should be detected and corrected to prevent them from happening again.



5. - Our raw materials must be procured within the specified timeframes, at the lowest possible cost, and in accordance with the required specifications and the principles of social responsibility.
6. - To manufacture in accordance with the established requirements, making the most of the company's production capacity.
7. - Our designs for safety, protective and work footwear for professional use must meet legal and other customer-specific requirements at the lowest possible cost.
8. - Secure the market leadership of our safety, protective and work footwear for professional use at the most competitive price.
9. - Management provides the necessary human and technical resources to maintain the quality, environmental, health and safety, and CSR management systems and to continuously improve their effectiveness.
10. - **FAL CALZADOS DE SEGURIDAD, S.A.** promotes ethical conduct within the organisation towards all its stakeholders, including employees, customers, suppliers, distributors, society at large and other stakeholders.
11. - **FAL CALZADOS DE SEGURIDAD, S.A.** encourages consultation with and participation by employees and their representatives.
12. - **FAL CALZADOS DE SEGURIDAD, S.A.** is committed to providing safe and healthy working conditions to prevent work-related injuries and ill health, to eliminate hazards and reduce occupational health and safety risks, and to uphold the ethical principles of corporate social responsibility set out in the Code of Conduct.



13. - **FAL CALZADOS DE SEGURIDAD, S.A.** is committed to upholding the principles of social responsibility in relation to accountability, transparency, ethical conduct, respect for stakeholders, respect for the rule of law, compliance with international standards of conduct, and respect for human rights.

14. - **FAL CALZADOS DE SEGURIDAD, S.A.** provides its stakeholders with useful products and services on fair terms.

15. - **FAL CALZADOS DE SEGURIDAD, S.A.** promotes wealth creation in the most sustainable way possible and ensures its equitable distribution.

16. - **FAL CALZADOS DE SEGURIDAD, S.A.** respects human rights by providing decent and safe working conditions that promote the personal and professional development of its staff.

The management of **FAL CALZADOS DE SEGURIDAD, S.A.** fully supports this policy and commitment, pledging to offer only high-quality products to its customers whilst always respecting the environment and safeguarding health. To this end, it will consistently employ the necessary technical and human resources to ensure such quality and environmental respect, the prevention of harm, and adherence to ethical principles and corporate social responsibility (CSR).

The approach adopted involves implementing the quality, environment, health and safety, and CSR system, as defined in the manual in its broadest sense, so that each department or section treats the others as if they were its own customers, prioritising preventive measures over corrective ones in every activity.

Similarly, **FAL CALZADOS DE SEGURIDAD, S.A.** has drawn up a code of ethics which is available to all its stakeholders and published on the company's website.



Management delegates authority to the head of each department to ensure that the staff under their supervision are familiar with and understand the content of this Quality, Environment, Health and Safety, and CSR Policy, and to clarify any queries that may arise from its interpretation.

The Quality Manager, the Environment, Health and Safety Manager and the CSR Manager are responsible for verifying compliance with this Manual, recommending solutions, checking that these are implemented, and ensuring that the Manual is kept up to date.

**CARLOS ABAD URQUIJO**

*Director – Manager*

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