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BEAZ, SAU

Management policy

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BEAZ, a company whose ultimate aim is the creation of innovative companies and the promotion of innovation in the business fabric of Bizkaia, has drawn up its Quality Policy under the terms that define corporate social responsibility.

The intention of management is for the company to be recognised by the stakeholders as a socially responsible company, which is respectful of the environment, particularly concerned with the search for equality between women and men, attentive to the health of its staff, as well as to the general well-being of the society it serves. We shall do so in such a way that by complying with the legal requirements and those we adhere to voluntarily, we can at the same time maintain a working system based on continuous improvement that will help us to achieve our aims as part of our business excellence.

In order to carry out its functions and to promote the continuous improvement of its activities and describe the processes associated with them, BEAZ has a documented management system that allows it to understand how its activities should be carried out regardless of who does so at any given time, which guarantees their effectiveness, and allows us to meet the requirements of the different systems:

- Quality Management (UNE-EN ISO 9001:2015)
- R&D&i Management (UNE 166002:2021)
- Environmental Management (UNE-EN ISO 14001:2015)
- Accessible Website Management (UNE 139803:2012)
- Occupational Risk Prevention Management
- Equality Management
- Compliance Management
- Personal Data Protection Management
- Management of the Protection and Exploitation of Results

BEAZ's management and staff must be aware of the importance of meeting the demands of all stakeholders, as well as complying with legal and regulatory



requirements and other requirements adhered to by the company without losing sight of the innovations and technological changes required by the market. It shall do so while being actively committed to the continuous improvement of environmental performance:

- Optimising consumption
- Reducing and properly managing the waste generated
- Protecting the environment by preventing and minimising the pollution produced by our activities
- Raising awareness on Environment to corporate customers, suppliers and dealers.
- Implementation of the methodology and subsequent recognition with the Erronka Garbia - Sustainable Event certificate from Ihobe with the aim of raising awareness among those attending the event and BEAZ's collaborating entities of the need to mitigate the negative impacts arising from the holding of large-scale events

In addition, all activities associated with the BEAZ Management System in all workplaces and in its broadest sense must be carried out with an approach based on continuous improvement, which consists of:

- Planning ahead
- Analysing and developing contingency plans for potential risks
- Implementation according to the plans drawn up
- Controlling and reviewing the work carried out
- Verifying and validating the results obtained
- Analysing lessons learnt with a focus on continuous improvement, as well as taking advantage of opportunities as they arise

To this end, the company's management is committed to the following general objectives:



- To set the framework for establishing and reviewing our objectives and targets, as well as those responsible for them, resources, and indicators, with all of this being part of the corresponding Management Plans
- To obtain from BEAZ staff a commitment to meet the demands of all stakeholders, as well as to comply with legal and regulatory requirements and other requirements freely adhered to by BEAZ
- To optimise internal management by eliminating tasks that do not add value, providing the necessary resources to meet the objectives set, and informing staff of the results obtained
- To strengthen environmental monitoring and market forecasting, so that, together with the analysis of our own and other projects, a basis for technological forecasting can be created
- To establish a system for identifying and managing risks and opportunities, both internal and external
- To recommend to our clients, suppliers, contractors, and subcontractors that they comply with the provisions established in the areas subject to the Management System in place at BEAZ
- To ensure that the social agents we target as clients see us as a company committed to quality, equality, innovation, the environment, and occupational health and safety, as well as being a company that is socially responsible and committed to continuous improvement within our sphere of action

This policy is in line with the company's culture and values and should be communicated, understood, and implemented, as well as regularly reviewed within the organisation.

Its implementation is an objective for management and the responsibility of all BEAZ employees.

Approved by Management