INTEGRATED POLICY

Quality · Environment · Occupational Health and Safety

The Management of **AMOPACK** establishes this Integrated Policy as the framework for managing Quality (including quality assurance for Defence under PECAL 2110), the Environment and Occupational Health and Safety, aligned with the organisation's strategy and focused on continual improvement, sustainability and the satisfaction of interested parties.

Our main objective is to meet the needs and expectations of our customers by designing, manufacturing and supplying technical batteries that meet contractual, legal and regulatory requirements, while protecting the environment and people's health and safety and acting responsibly and ethically. This is a shared commitment of everyone who is part of AMOPACK.

OUR COMMITMENTS

Integrated Management System
Maintain and continually improve a system that conforms to ISO 9001, ISO 14001 and ISO 45001.

Legal requirements
Comply with the law, other applicable requirements and the commitments we subscribe to.

Customers and Defence
Work in line with PECAL 2110 now, with a view to certification in the first half of 2027, and prevent counterfeit material.

Risks and opportunities
Identify and manage them to prevent deviations and protect people and the environment.

Environment
Prevent pollution, manage waste properly and use resources efficiently, with a life-cycle perspective, renewable energy and a lower carbon footprint.

Health and safety
Provide safe and healthy working conditions, eliminate hazards, reduce risks and encourage consultation and participation.

Dangerous goods
Store, pack and ship our batteries safely (ADR, IATA, IMDG).

Ethics and compliance
Act with integrity and zero tolerance of corruption, with a confidential reporting channel and no retaliation.

People
Equal treatment, a workplace free of violence and harassment, and respect for the right to digital disconnection.

Information
Protect personal data, our customers' information and our trade secrets.

Suppliers
Select and evaluate them, and pass on our quality, environmental, safety and ethical requirements.

Objectives, training and resources
Set and review objectives, train and involve our staff and provide the necessary resources.

This Policy is reviewed every year in the management review, communicated to everyone who works at AMOPACK and made available to interested parties on our website (www.amopack.com, Corporate Governance) and on the notice board.

Vitoria-Gasteiz, 15 September 2026

Teresa Moreno
Managing Director

Certifications: ISO 9001 · ISO 14001 · ISO 45001 (in progress) · PECAL 2110 (in preparation)