



ENVIRONMENTAL MANAGEMENT POLICY

The Management of SPECTRUMLABS S.A. is committed to the implementation of an Environmental Management System adapted to its activities in accordance with the requirements of EN ISO 14001:2015 which guarantees that:

- National and European legislation is respected.
- The environmental impacts related to the company's operation are recognized, evaluated on a periodic basis and continuous efforts are made to limit or minimize them and avoid cases of environmental pollution.
- During the planning of the corporate operations, environmental impact minimization and energy efficiency are taken into account in order to save natural resources.
- Care is taken for the continuous education, training and motivation of the staff to acquire environmental awareness and responsibility.
- Environmental Management Programs are implemented to manage environmental issues.
- All means and procedures are periodically checked to ensure the effectiveness of environmental protection measures.
- The company's environmental policy is promoted to its contractors, customers and partners.
- An executive has been appointed with responsibility for the management of environmental issues.
- The management of environmental issues is periodically evaluated and new goals are set each time, in order to achieve continuous improvement of environmental performance.
- The required resources are provided for the implementation of the above.

OCCUPATIONAL HEALTH & SAFETY POLICY

The Management of SPECTRUMLABS S.A. is committed to the implementation of an Occupational Health & Safety policy adapted to its activities according to the requirements of ISO 45001:2018, in the context of which:

- National legislation, jurisprudence, community directives and the standards relating to them are respected.
- All required safety measures are implemented per job position.
- All means and procedures are periodically inspected to ensure the effectiveness of security measures.

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- Continuous efforts are made to limit accidents, adverse events and generally negative impacts on the life, integrity and health of employees, which could result from faulty planning or implementation of the company's activities.
- Care is taken for the continuous education, training and motivation of the personnel in order to continuously promote their professional awareness and responsibility. The development of knowledge and skills for health and safety is supported through the recognition of the importance of the human factor in matters of safety and health.
- The active participation, consultation and commitment of all human resources and interested parties is supported and encouraged in the submission of proposals with the aim of achieving continuous improvement of the Company's performance in matters of Quality, Environment & Energy, Health & Safety at Work and integrating health and safety as a key element across the spectrum of work and corporate culture.
- Occupational Health & Safety Programs are implemented to promote the occupational safety status of company's operations.
- Occupational Risk Management Plans adapted to company's activities have been drawn up, tested and evaluated periodically.
- The management of Occupational Health & Safety issues is periodically evaluated, and new goals are set each time, to achieve a continuous improvement of the relevant performances.
- All measures and obligations related to the implementation of provisions to prevent and address all forms of violence and harassment, including gender-based violence and harassment and sexual harassment, are complied with.
- The required resources are provided for the seamless implementation of all of the above.

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