

Health & Safety Management Policy

Ayesa Digital works to build a more efficient and fairer world by applying cutting-edge technology in an integrated way. We provide consulting, IT, and outsourcing services across multiple business lines and industry sectors, as well as design services, back- and front-office outsourcing, installation and support of technological infrastructures, and digital services.

Our focus on customer satisfaction, excellence in the delivery of our projects and services, environmental protection, and our commitment to safe and healthy working conditions constitute the strategic pillars of our business activity. Therefore, Ayesa Digital has implemented an Integrated Management System in accordance with ISO 9001, ISO 14001, and ISO 45001 standards.

We maintain a strong commitment to continuous improvement in order to provide an increasingly accurate response to the full satisfaction of our clients' and stakeholders' needs, continuously enhancing both our services and our own way of working through constant evolution and review.

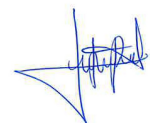
For all these reasons, **Senior Management commits, in all the countries in which it operates, to:**

- Promote, lead, develop, implement, and maintain the Integrated Management System aimed at ensuring the continuous improvement of all processes and levels of the organization, including subcontractors and other stakeholders.
- Integrate health and safety into company management by promoting management leadership and the consultation and active participation of employees, so that it becomes a shared responsibility at all levels of the organization.
- Establish objectives and targets for processes and the performance of the Integrated Management System, be transparent about them, and commit internally and externally to their review and achievement, applying the utmost effort and dedication.
- Identify hazards, assess and evaluate risks, and determine the necessary controls for their elimination or reduction.
- Identify and understand the needs, requirements, and expectations of clients and other stakeholders, providing appropriate solutions, anticipating their problems, and effectively managing any complaints or claims.
- Plan actions to ensure safe and healthy working conditions, considering the specific risks of our activities—particularly ergonomic, psychosocial, hybrid work, and mobility-related risks—in order to prevent damage, occupational illnesses, workplace accidents, and health deterioration, while improving quality of working life and minimizing socio-environmental impact.
- Comply with applicable laws and regulations, as well as other requirements subscribed to by the organization, including international Management System standards, ensuring their integration into all activities.
- Facilitate vertical and horizontal communication in both directions.
- Foster among employee responsibility regarding customer service, the quality of their work, environmental protection, occupational health and safety, equal treatment, and continuous training.
- Encourage and enable knowledge sharing by providing tools to support it.
- Minimize the environmental impact of our activities, including consideration of climate change effects, through responsible resource consumption, waste and emissions reduction, pollution prevention, and improved energy efficiency.
- Promote and strengthen innovation, new ideas, and new working methods among the people of Ayesa Digital
- Monitor energy use and seek opportunities to improve energy efficiency in our facilities and operations.
- Involve suppliers and subcontractors in the understanding and acceptance of this Policy.
- Communicate the Policy, the Code of Ethics, and the rest of the System's relevant documentation to stakeholders and promote compliance with them.
- Provide the appropriate and necessary tools, as well as technical, financial, and human resources, to ensure compliance with this Policy.



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Manuel Baraza



Lucero A. Pérez