

INTEGRATED MANAGEMENT POLICY

CALMELL GROUP, boasting a solid grounding in the national market and with a view to embarking upon international expansion, specialises in the manufacture of products using cardboard or plastic supports, featuring a magnetic strip or chip and targeted mainly toward the sphere of mobility, access control and identification, including the development of engineering adapted to the same sectors and products.

Owing to the rising needs on the part of stakeholders and operating in an increasingly more dynamic setting, **CALMELL GROUP** endeavours to undertake a periodic overhaul of its strategy and performance levels with a view to identifying and offsetting risks, harnessing new opportunities while adapting to emerging expectations, thereby guaranteeing the resources necessary for suitable management actions. Against this backdrop, Management at **CALMELL GROUP** has defined as a main strategic aim the commitment to Socio-Environmental Responsibility, Client-Based Performance and Ongoing Improvement, the cornerstones that steer and bolster our entrepreneurial stance.

CALMELL GROUP is committed to offering products and services of the very highest standard, meeting environmental requirements while ensuring protection vis-à-vis information and cybersecurity by constantly developing, implanting, documenting and improving its management systems.

CALMELL GROUP firmly backs a future grounded on the commitment to protecting the environment, thereby determining whichever environmental issues its corporate activity generates, thus appraising on an annual basis environmental impact and prioritising action thereto. Furthermore, it upholds the significance of cybersecurity in the services it provides along with the security of its clients' information.

Management deems it pivotal that all staff at the company and those who act on its behalf adopt an active role in this policy so that they may understand in which direction the organisation is headed, embracing as daily aims:

- a) Ongoing Improvement, embarking on the daily practice of the ethos in which things "are done properly from the outset", each person taking responsibility for the tasks involving Quality, the Environment and Security of Information their work entails.
- b) The importance of complying with implicit and explicit requirements set forth by the client, along with those linked to environmental, legal, regulatory aspects, plus other requirements we may enter into.
- c) Development of the analysis, management and processing of risks involved on information assets, thereby putting in place whichever actions are required to offset or remove detected risks. Establishing thus employees' responsibility with a view to reporting security incidents.
- d) Upholding the non-disclosure, integrity and availability of information assets as a means of compliance with this policy, appointing duties and authority to the Information Security Officer as to maintain the latter, providing advice and guidance for its proper implementation, as well as in the management of Information Security Management Systems (ISMS) policies, procedures and activities.
- e) Adherence to all the rules outlined in the Code of Ethics, which guides behaviour through social responsibility and sustainable development. Employees must be aware of the commitments entered into and likewise support the principles contained in the integrated management system.

With the aim of describing the Integrated Management Policy and issuing a reference framework for the setting of aims, **the Quality Management, Environmental Matters and Information Security System adhering the Standards UNE-EN-ISO-9001, UNE-EN-ISO-14001, UNE-EN-ISO-27001** contained in the scope, processes, procedures and documents that develop the latter and whose stipulations are of mandatory compliance throughout the company.