

CHAP. 03 - INTEGRATED MANAGEMENT POLICY

The full integration of MARKLEEN MANAGEMENT, S.L., into the Serge Ferrari Group opens a new stage that requires us to raise our management standards to the level of a group with an international presence and reputation. This Integrated Management Policy reflects this commitment: it is not a compliance document, it is the expression of how we want to work and what we are committed to guaranteeing to customers, employees, partners and society.

This policy applies to the design, manufacture and marketing activities of:

- Equipment and systems intended to combat pollution by oil and other chemical and biological products.
- Marine technologies for aquaculture and fisheries.
- Systems manufactured from technical textiles and/or geomembranes for flood containment and for the storage of biogas, agricultural slurry, water, oil and other products.

Our strategic commitments are:

- **Customers.** Understand their real needs and respond with reliable products, meeting deadlines and quality service. Monitoring their satisfaction is an ongoing, not a one-off process.
- **People.** Ensure safe and healthy working conditions, encourage the participation of the entire team in the improvement of the system and ensure fluid communication between departments. We actively promote equal treatment and non-discrimination in all its forms. Provide safe and healthy working conditions for the prevention of work-related injuries and deterioration of health. Eliminate hazards and reduce risks to occupational safety and health. Ensure information, consultation and participation of workers
- **Environment.** Minimise the environmental impact of our activity, prevent pollution and comply strictly with applicable legislation at all times.
- **Compliance and improvement.** Comply with legal and regulatory requirements and commitments made to customers and other stakeholders. Regularly review our objectives and continuously improve the effectiveness of the system.
- **Resources.** Provide the organisation with the technical and human resources necessary to sustain the quality and competitiveness of our products and services.
- **Ethics and responsibility.** Integrate ethical and social responsibility principles into all our decisions, with coherence towards all stakeholders, internal and external.

Compliance with this policy is verified through internal audits, periodic reviews of the Integrated Management System and continuous monitoring of objectives in Quality, Environment and Safety. The organisation is structured to ensure the correct allocation of responsibilities and compliance with UNE EN-ISO 9001:2015, UNE-EN ISO 14001:2015 and ISO 45001:2018 standards.

San Mateo de Gállego (Zaragoza), July 7, 2026

Javier Gascón
Managing Director