

HEALTH AND SAFETY, ENVIRONMENT AND QUALITY POLICY STATEMENT

NETHITS, aware of the commitment it makes to its customers, workers, and society, establishes as a general objective, implement and maintain a Quality Management System, Environmental Management and Occupational Risk Prevention Management based on continuous improvement, customer satisfaction, protection of the health of its workers and the protection of the environment in the development of its activities in the telecommunications sector.

For its achievement, and for the social and economic impact of its activity, it is essential:

- Maintain a high qualification of the staff through continuous training as an essential element for achieving objectives.
- Encourage the participation of staff as an element that allows the company to consolidate within its sector and create a company culture that is also the generator of stable jobs.
- Actively protect the health and safety of its personnel by preventing harm, deteriorating health through safe performance of activities, and taking specific measures to avoid or reduce risks arising from mobility at work.
- Promote the planning of its activities through the standardization of its processes as an element that reduces internal and external failures minimizing the chances of error.
- To pursue the identification of the causes of non-conformities and the development of corrective and preventive actions that allow continuous improvement.
- Achieve the integration of its suppliers and subcontractors, as an essential element to guarantee its work processes.
- Minimize and/or prevent the environmental impact of all its activities, such as commitment to continuous improvement and pollution prevention.
- The activities of NETHITS will be carried out strictly in compliance with the current legislation that applies to it.
- Integrate and assume the process of continuous improvement, as an informed value within the company.
- Design the establishment of indicators that allow knowing the fulfillment of its objectives through the revisions of its integrated management system.

NETHITS undertakes that its Policy is known, understood and applied by all its workers and made available to the public, for this purpose and in order to guarantee at all times comply with the Quality System, Environmental Management and the Occupational Risk Prevention system, those responsible for each operational area must assume responsibility for complying with it and enforcing it, committing also to make it known to all the personnel in their charge and at all levels.

NETHITS will review the management system, to maintain the effectiveness for which it has been created. At the same time, it delegates to the Manager of the Management System the implementation and verification of its operation, for which it will have the necessary authority and independence for its performance.

Confidentiality: The information belonging to NETHITS must be known exclusively by authorized persons, upon identification, at the time, or by the authorized means.

Integrity: The information of NETHITS must be complete, accurate, and valid, with its content being provided to those affected without any manipulation.

Availability: NETHITS information is always accessible and usable by authorized and identified users, being guaranteed its own persistence in the face of any expected eventuality.

Authenticity: NETHITS information is generated by an identified author who is impossible to impersonate, including non-repudiation of the information entered as it is guaranteed that the issuer of the information is who it claims to be.

The HR Manager and NETHITS Directors assume responsibility for supporting and promoting the establishment of the organizational, technical, and control measures necessary for compliance with the security guidelines described in the document. In addition, all policies and procedures included in this document and in the System have been reviewed, approved, and promoted by the NETHITS Directors.

This policy will be maintained and updated and appropriate for the purposes of the organization, aligning with the context of strategic risk management of the organization. For this purpose, it will be reviewed at planned intervals or whenever significant changes occur, to ensure that its suitability, adequacy, and effectiveness are maintained. In addition, a formally defined risk assessment procedure is defined to manage the risks faced by NETHITS.

Catarroja, January the 2nd, 2020

Signed by.



CEO