

# MANAGEMENT POLICY

Clece's **strategic pillars** are:



## SUSTAINABILITY AND LEADERSHIP

We want to be a leader in the sectors where we operate, achieving this through rigorous and effective management of our services, through focusing on customer satisfaction and continuous improvement, with resource optimization and the creation of synergies at local, regional, and global level as some of the key factors underpinning the company's growth.



## SOCIAL COMMITMENT

Our main objective is to promote and foster equality of employment opportunity. We do this through the integration of people from socially disadvantaged collectives who find it hard to access employment, such as people with functional differences, those at risk of social exclusion, women who are victims of gender-based violence, and young unemployed people.



## HEALTH AND SAFETY

At Clece, people constitute our most important asset. In order to develop effective management of the Health and Safety of our employees, we have established Health and Safety guiding principles whose aim is to integrate preventative action within the company, both within the organizational structure and as part of the production process.



## ENVIRONMENT

We are committed to preventing pollution, protecting the environment, improving our own and our clients' energy consumption efficiency, reducing CO2 emissions into the atmosphere, and raising the environmental awareness of all interested parties.



## ETHICAL PRINCIPLES

Our attitude to work is based on integrity, transparency and honesty, complying with applicable legislation, our customer's requirements and the management systems we have implemented with respect to quality, the environment, energy efficiency, food safety, information security, technological innovation, and corporate social responsibility. We are committed to all our staff demonstrating ethical behaviour in their daily working lives.



## INNOVATION

Our commitment is to constantly seek out innovations and new developments which improve the processes and techniques applicable to services and which help to position us as a leading company in the R&D sector, improving productivity and customer satisfaction.

Signed. Cristóbal VALDERAS ALVARADO  
Chairman