

4. EQSMS Integrated Policy (Quality, Environment and Safety and Occupational Health and Safety in the Workplace)

ORBINOX S.A. is dedicated to the design and manufacture of valves for solid loaded fluids, dampers, valves and penstocks for hydraulic works.

The Management of ORBINOX S.A. assumes, leads and fosters the commitment to the Integrated System, providing the necessary resources for:

- the attainment of the complete satisfaction of stakeholders, both internal as well as external,
- protect our environment and combat climate change,
- safe and healthy working conditions for the prevention of work-related injuries and impaired health,
- the compliance with the legal requirements applicable to the activity, environmental protection and the elimination or minimisation of Occupational Health and Safety in the Workplace hazards,
- the compliance with the legislation applicable to our products (Pressure Equipment (PED) 2014/68/EU, ATEX 2014/34/EU and MACHINERY Directives: 2006/42/EC),
- ensuring compliance with EU Regulation 305/2011 (CE marking) through certification EN1090,
- promote genuine and effective equality for transgender people and safeguard the rights of LGBTI people, including equal treatment and opportunities, and to ensure protection against any form of gender-based discrimination for anyone within the organisation.
- ensure a dignified, respectful and harassment-free working environment, including protection against sexual harassment or harassment on the grounds of sex.

The basis of our action will be the analysis of the risks inherent in our activity in the three areas and its impact on our environment, establishing action plans commensurate to their effect, ensuring their control in an adequate and efficient manner with the objective of mitigating the impact which may be generated.

In order to attain our objectives and comply with the present Policy, an undertaking is included for the consultation and participation of employees, as well as their representatives.

The Management of Orbinox SA undertakes to keep channels of communication open in all directions so that any risk or abnormal situation which may occur in any of the three areas (Quality, Environment and Occupational Health and Safety in the Workplace) is promptly reported and addressed in order to minimise risks and the occurrence of incidents.

And as evidence thereof, the present Policy is disseminated so that all stakeholders, including the employees in my organisation, are aware of our commitment to our clients.



Sgd.: PEDRO URDAPILLETA
Orbinox Management

Anoeta, 24/03/2026