



## **POLICY:** **QUALITY,** **ENVIRONMENT, ENERGY and** **OCCUPATIONAL SAFETY, HEALTH AND** **WELFARE**

DANOBAT S. COOP. develops and supplies machine tools, turnkey lines and solutions for specific applications, mainly targeted at high tech industries and firms with demanding technical requirements. This allows us to develop our own knowledge base and build a future alongside our customers.

And we achieve all this...

### **THROUGH RESPONSIBLE MANAGEMENT...**

DANOBAT, S. COOP's mission statement stresses the importance of **satisfying our customers** by providing high-quality products and services, offering personnel the highest possible living and working standards, and respecting the environment at all times.

To achieve this mission, we have introduced an efficient **Integrated Management System** based on **continuous improvement** and a series of **undertakings**:

- *To ensure compliance with applicable **legal and regulatory requirements**, and any other **voluntarily accepted commitments**.*
- *To establish objectives and goals for **continuous performance improvement in all areas of the Integrated Management System**.*
- *To guarantee that we **communicate** and offer **information** on the human and material resources required to achieve the proposed objectives, goals and commitments and ensure that they are available at all times.*
- *To contribute actively to the **professional and human development** of our members and employees, through **training** and promotion, constantly improving workplace quality and safety and the company's own competitiveness.*

### **THROUGH SATISFIED CUSTOMERS...**

- *Placing the Customer at the heart of Danobat's Organisational Model and meeting their **requirements** at all times, developing and supplying products and services that fully satisfy their needs and expectations.*
- *Working to enhance our customers' **safety, productivity and efficiency** by introducing sustainable technological solutions that offer optimal performance and reduce energy consumption and environmental pollution at all stages of their life cycle.*

## THROUGH SUSTAINABLE GROWTH...

In order to minimise our **environmental footprint** we have undertaken:

- To pursue **sustainable growth** by acting with respect towards the environment in our everyday activities in order to achieve a fairer, healthier and more prosperous society for present and future generations.
- To reduce as far as possible the use and generation of pollutant substances and emissions.
- To introduce criteria of **energy efficiency** and **respect for the environment** in the **design and development** of our products and in **the acquisition** of new equipment and services.
- To protect the **environment** by following the principle of **pollution prevention** at all times, and by minimising the **environmental impact** of our business.
- To minimise our water footprint by making responsible use of this resource.



## THROUGH CARE FOR OUR WORKERS AND PARTNERS...

In order to ensure the safety and wellbeing of our workers and partners we have also undertaken:

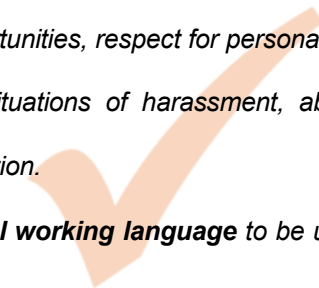
- To provide equipment and installations that ensure **safe and healthy working conditions**.
- To proactively identify and assess with worker participation, the **dangers and risks** inherent to our activity with a view to **eliminating or reducing them**.
- To ensure the highest levels of occupational health and safety among all members of the organisation through **risk prevention, minimisation of harm and health surveillance**.
- To promote **healthy business habits**, with particular attention to the psychosocial environment and holistic health of our workers.
- To promote **consultation** and **active participation** of workers in planning, implementing, assessing and improving the occupational health and safety management system.



## THROUGH BEHAVIOUR AND VALUES THAT ARE ACCEPTED BY ALL MEMBERS OF THE ORGANISATION.

Under our **code of conduct** we undertake:

- To act with integrity, **behaving honestly, worthily and ethically** to generate confidence in our company, on the basis of transparency in management and communication.
- To respect the Universal Declaration of Human Rights, promoting equal opportunities, respect for personal dignity and the rights of each individual.
- To promote gender equality in all spheres of management, preventing situations of harassment, abuse or discrimination by reason of sex or other factors.
- Not to tolerate any form of forced labour or compulsory labour or child exploitation.
- To combat all forms of fraud and corruption, including extortion and bribery.
- To use the language defined for each function, with **Basque as our principal working language** to be used for preference in our plants in the Basque Country



As a cooperative, we have set our own development values: **Global Innovation, Customer Orientation, Self-Leadership and Self-Imposed Excellence, Teamwork and Cooperation with Personnel at the centre and a Society-Transforming spirit.**

We believe that we can only meet our commitments through clear leadership from management and the involvement and collaboration of all our members, employees, and collaborators, encouraging a participative culture and one of **continuous improvement**.

This Policy forms the framework of reference on which we base our integrated management system, which has been developed and implemented on the basis of international standards ISO 9001 (Quality management), ISO 45001 (Occupational Health and Safety), ISO 50001 (Energy Management) and ISO 14001 (Environmental management).

The management at DANOBAT, S.COOP fully **accepts** the definition of this policy and is convinced that it is of benefit to all. It therefore requests and thanks all members and employees for their collaboration in implementing the policy.

**Xabier Alzaga**  
CEO  
DANOBAT, S. COOP.  
Elgoibar, 15 July 2019