

IRIZAR FORGE POLICY

The principal activity of Irizar Forge is based on the design, manufacture and inspection of forged hooks and components for the elevation and hoisting of heavy loads as well as forged connectors for mooring and rigging for both Onshore (land) and Offshore (sea) sectors with worldwide service.

The requirements regarding the product level (a critical product with the highest level of responsibility) as well as those of the relevant sectors (industrial and power supply markets in extremely harsh environments) are of the utmost importance, with Irizar Forge exceeding the demands of the auxiliary market.

For this reason, it is essential that our Business Plan is based on three fundamental factors:

- a) Quality Management.
- b) Mutual respect in People Management along with the integrity and Health and Safety of everybody who works with us and for us.
- c) Giving the maximum importance to the environment in which we are operating while improving energy performance.

Our principle strong point is in our long-term business approach focusing on corporate growth through the promotion of the efficient and rational use of natural and energy resources as well as intellectual and economic initiatives. These points are based on our principles of social responsibility adapted to the modern day, promoting policies of equality with our own code of ethics.

To this end, the following four principles and commitments are the foundation for our way of working and operating:

1. Comply with and go beyond the expectations that the market requires of our organization, providing competitive solutions, on time and in due form, in compliance with the Management Manual and all established requirements (both regulatory and legal) by means of a firm commitment regarding quality, the environment, energy efficiency and health and safety.
2. As a healthy company leads to a healthy workforce, we will continue to maintain a safe workplace to ensure the welfare of all workers, minimizing sources of risk, given the fact that every workplace accident or illness is avoidable and must be prevented by using all the means at our disposal. These preventative steps will be carried out by constantly updating Risk Assessments as well as The Plan for Occupational Risk Prevention and Code of Good Practice with absolute compliance with both regulatory and legal issues regarding Health and Safety in the workplace where mental health concerns are becoming increasingly more prevalent.
3. Since respect for our natural environment and ecosystem plays a fundamental part in the Strategic Plan at Irizar Forge and must coexist alongside our industrial activity and sustained growth, the culture of “prevention is better than cure” is ingrained in the organization. This guarantees an Environmental Plan and contamination prevention for the elimination or minimization of emissions and pollutants as well as residual waste without overlooking the rational use of natural resources to increase energy performance while improving its efficiency and seeking a balance between convenience and waste. Technical and economic means are in place to promote the acquisition of energy efficient products and services and supported by personnel to deal with the design of installations, equipment, systems, and processes.



Hiribarren 26 - P.O. BOX 8 - 20210 LAZKAO - SPAIN
Phone: + 34 943 880 936, Fax: + 34 943 889 572
e-mail: irizar@irizarforge.com / www.irizarforge.com

lifting & mooring components



Hiribarren 26 - P.O. BOX 8 - 20210 LAZKAO - SPAIN
Phone: + 34 943 880 936, Fax: + 34 943 889 572
e-mail: irizar@irizarforge.com / www.irizarforge.com

lifting & mooring components

4. To achieve this goal, we rely upon an organization and management system that leads to the promotion of commitment and continuous improvement within the company.

We take full advantage of in-house training programs for personal and professional development, as well as the application of the innovative "SMART" criteria, and transparency is assured with clear communication.

To ensure mutually beneficial relations between the company and workforce and to achieve our objectives and deal with the challenges, the organization requires mutual respect, implication, self-motivation, and enthusiasm from everybody, at all times. As a result of our efforts encouraging everybody to pull together, we will create an atmosphere of trust, leading to the perfect environment to face every challenge we are presented with, both as individuals as well as in teams.

At Irizar Forge we are dedicated to using, with equal fairness, all the technical, economic, natural, and human resources within our reach to ensure that Our Policy becomes an everyday reality. It will be made available to all interested parties and for public distribution so it may be understood and implemented by everybody working for, with, or on behalf of Irizar Forge.

This policy will be reviewed and adapted to address social advances, current shifts in the markets in which we operate, as well as those of our local markets and will act as a reference for the aims of our organization.

The motto that best reflects our philosophy and underpins the essence of our aim for continuous improvement is: *"Today I have performed better than yesterday, but tomorrow will be better than today!"*.

MARIA LASA IRIZAR
Managing Director

A handwritten signature in blue ink, appearing to read "M. Lasar Irizar".