The mission of **GRIT, S.L.U.,** a company specializing in the packaging, marketing, storage and innovation of technical gases and their mixtures, and the integrated management of fluorinated gas and halogenated solvent waste, is to offer applications, services and innovations in technical gases and their mixtures that are fully oriented towards its customers and the achievement of their expectations and needs in terms of quality, environmental performance and safety.

In order to achieve this mission, the **Management of GRIT, S.L.U.**, has adopted the commitment to manage the company with the highest level of quality, respect for the environment and safety through the development of a **Quality (ISO 9001), Environment (ISO 14001) and Safety (Royal Decree 840/2015) Management System** by which they adopt the following principles that govern all its operations and activities:

Encourage the circular economy of fluorinated gases and the use of products with lower global warming potential, expanding the market presence of our low-global warming potential products and promoting our end-to-end fluorinated products and waste management service.

Promote, in our desire to innovate, the search for innovative solutions, products and technologies for applications of technical gases that are competitive and adapted to our customers and partners, meeting their needs, while promoting the circular economy and the development of products with a lower environmental impact.

Develop our activities, services and products of technical gases, their mixtures and 'GTL' solutions with the highest quality and guarantees, enhancing our technological 'Know How', always seeking to satisfy all the needs and expectations of our customers, ensuring that they are developed in compliance with the requirements acquired with their customers, society and interested parties, as well as with the applicable legal requirements.

Adopt and apply procedures and instructions for safe operation, management and control of operations that guarantee both the quality of our products and the health and safety of workers, the environment and society, with the aim of preventing occupational hazards, accidents or any type of damage, eliminating their causes at source, and preventing pollution and negative effects on the environment.

Draw up, communicate and keep updated the Self-Protection Plan and the protocols for action and communication in the event of safety and environmental accidents that constitute it, based on the risks identified by the systematic and periodic application of a safety risk assessment of our operations and environmental aspects.

Manage modifications to facilities, processes, management systems and requirements that we adopt or that apply to us, applying a systematic approach that assesses their impact and the measures, resources and planning necessary to carry them out.

Train and instruct all personnel according to their functions and responsibilities in quality and environmental management and, especially, on the risks of serious accidents and protocols for action in emergency situations, promoting the active participation and awareness of personnel and external workers in the management systems, procedures and divulgation of this policy.

Annually establish and evaluate quality, environmental and safety objectives in line with the present policy and management systems, which allow the company's performance to be improved and positive aspects to be enhanced, establishing indicators to facilitate their monitoring and planning the actions necessary to achieve them.

Investigate any non-conformity or non-compliance within the management systems in a systematic manner, addressing the root cause through systematic analysis and taking the necessary preventive and corrective actions with the objective of avoiding or eliminating the risk of recurrence.

Continuously check and improve both management systems and facilities, based on the systematic periodic assessment of the effectiveness and suitability of management systems through an audit program, as well as the results of periodic drills and non-conformity investigations, involving all its personnel.

Act in accordance with an ethical commitment that encompasses human and labor rights as well as fair competition, the environment, health and safety at work, guaranteeing responsible behavior and absolute respect for current legislation and the requirements and commitments adopted in all the Company's relations with its own employees, with its customers, with its suppliers, with its shareholders and with society in general.

Work closely with stakeholders in the search for innovative solutions, products and technologies and in meeting their needs and expectations according to the principles set out in this policy, with the aim of achieving the company's objectives.

The **Management of GRIT, S.L.U.,** approves and communicates this **Quality, Environment and Safety Policy** to the personnel of GRIT, S.L.U., and collaborating personnel, in the hope that the application of these principles will help us to consolidate GRIT, S.L.U., as a company that faces the future with guarantees.

Javier
Gutierrez
CEO

Barcelona, 24th February 2025.

Javier Gutiérrez
CEO