

IMS Policy

PASEK companies are consolidated in the refractory manufacturing, installation, and maintenance sector (**Pasek España, Pasek Europe, and Pasek Belgïe**) and in the extraction and marketing of magnesium silicate (Dunite) (**Pasek Minerales and Pasek North America**).

PASEK understands **Quality, Environmental and Occupational Health and Safety** as company priorities aimed at achieving leadership, growth and efficiency in its activities, and has established the following principles:

- To perform work and provide services that consistently meet our client's expectations, with the aim of building customer loyalty and guaranteeing our leadership and long-term success as a company.
- To ensure care for and respect for the environment, as a key element of a good quality of life.
- Active protection of health and safety for all workers, subcontractors, visitors, and any other people, as well as our facilities, as a fundamental principle for the development of our activity.

In accordance with these principles, **PASEK undertakes the following commitments:**

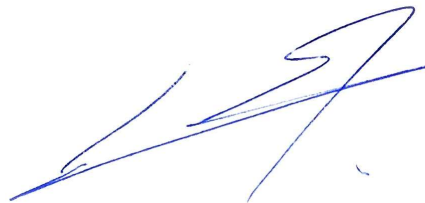
1. **Compliance with legal requirements**, applicable regulations, and customer expectations relevant to the company's activities, as well as any other requirements subscribe to by the company.
2. **Identify, assess, and eliminate or minimize the risks** to which workers are exposed, and **never prioritize any other objective over Health and Safety**.
3. **Provide the necessary** human, technological and financial **resources**, as well as the specific knowledge, **for the implementation and maintenance of an Integrated Management System (IMS)**.
4. **Support and review** the Quality, Environmental and Occupational Health and Safety Policy established by Management as ultimately responsible for it, as well as communicate it and **make it available to the public** upon request.
5. **Establish annual objectives and targets** and monitoring them through appropriate indicators, as a tool for improving and self-assessment of our Integrated Management System based on Process Management.
6. **Implement corrective and preventive actions** for detected nonconformities to prevent their recurrence.

7. **Rational use of resources and minimization of environmental impacts, waste and emissions**, preventing pollution, improving the environment, and promoting a positive company image.
8. Develop and implement, at all levels of the organization, a system for the **continuous improvement** of our processes and working conditions, and for minimizing environmental impacts.
9. **Promote** the necessary **training** to ensure that employees receive appropriate theoretical and practical instruction, thereby building a highly qualified workforce.
10. **Integrate the Quality, Environment, and Occupational Health and Safety System at all hierarchical levels of the company**, understanding that proper management and implementation are only possible through consultation with and the participation of every member of the organization.
11. **Respect, promote, and uphold** the rights and obligations set forth in **the Crime Prevention Policy**, which the company has adopted as a formal commitment.

In addition, as part of its commitment to sustainable mining, **Pasek Minerales** has made the following commitments:

- Always comply with legal, regulatory and any other requirements governing sustainable mining management practices.
- Minimize and properly manage waste generated at our mine, always prioritizing resource recovery over disposal.
- Use the best available technologies for resource extraction at our mines.
- Monitor and improve sustainable mining management performance through defined sustainable mining indicators and associated objectives.
- Communicate all relevant information to stakeholders under principles of transparency and accuracy.
- Establish and maintain a process for assessing environmental and social risks and impacts.

This policy is considered a public document and is therefore made available to anyone, whether an employee or an external party, who request it.



Hernando Espinosa de los Monteros
General Manager
Salinas, 14 November 2022