

POLICY OF THE QUALITY MANAGEMENT INTEGRATED SYSTEM, ENVIRONMENT, SAFETY AND HEALTH AT WORK AND SOCIAL RESPONSIBILITY

The **Imprenta de Billetes S.A. (IMBISA)** is a public mercantile company dedicated to the manufacture of euro banknotes, 80% owned by the Banco de España and 20% owned by the Fábrica Nacional de Moneda y Timbre – Real Casa de la Moneda (FNMT-RCM).

The Management of **IMBISA** is aware of the importance of respect for the environment in the performance of all its activities, of promoting and helping the development of the local community, of being transparent, of having an ethical behavior, of the safety and health of its workers, and the relevance that it has for the organization to satisfy the needs and expectations of the parties interested and involved in the activities of:

Production of euro banknotes

To fulfill this commitment, **IMBISA** has established an Integrated System for **Quality Management, Environment, Safety and Health at Work, and Social Responsibility** according to the **UNE-EN ISO 9001:2015**, **UNE-EN ISO 14001:2015** and **ISO 45001:2018** and the **IQNet SR10:2015** standard. The basic pillars of the system are:

- Establish Quality, Environmental Management, Safety and Health at Work, and Social Responsibility as strategic elements for the operation of the organization, responding to the needs and expectations of all stakeholders.
- Comply with all legal and regulatory requirements, both national and international, as well as all the commitments that the organization subscribes related to quality, environmental aspects, the safety and health of its workers, social responsibility and respect for human rights.
- Respect the principles of transparency and accountability.
- Obtain the identification and commitment of all members of the organization with the established Policy and develop a participatory management model that use the capabilities of the entire staff.
- Promote the training and awareness of our employees, guaranteeing the level of training, motivation and technical means necessary for the efficient development of their activities.
- Promote communication with an emphasis on communicating to our employees the commitments made with quality, the environment, safety, occupational health and social responsibility.
- Support the commitment of favouring the consultation and participation of workers, especially through their representatives, in matters of Health and Safety at Work.
- Create an appropriate work environment by facilitating the participation of staff in all activities and in achieving the objectives set.
- Understand the current and future needs of our client in order to achieve his full satisfaction.
- Provide effective technical advice, continuous attention, compliance with the agreed deadlines and immediate attention to possible claims.
- Direct our efforts towards continuous improvement in the quality of our product and improvement of the efficiency of our processes, promoting relationships with our clients.
- Permanently optimize all processes to reduce the costs of inadequate quality management.
- Planning our activities in such a way that the protection of the environment and safety and health is ensured through the prevention of contamination and of the damage and deterioration of the health of our workers, the improvement of environmental performance and safety and health of the workers of the organization and providing safe and healthy working conditions, thus guaranteeing the continuous improvement of our environmental and work behaviour.
- Promote the rational and efficient use of natural resources, and implement actions aimed at reducing and reusing and recycling the materials we generate in our activities.
- Promote the acquisition of goods and services that are more respectful with the environment and socially committed.
- Minimization of the environmental impact produced by the activity of our organization and for those who work on our behalf, reducing consumption, waste generated (especially dangerous) and performing our activity in the most efficient way possible, helping to minimize climate change with the objective of achieving sustainable development.
- Promote the continuous improvement of our activity focused on making a positive impact on the community, as well as guaranteeing our commitment to implementing all the mechanisms within our reach to guarantee the ethical behaviour and good governance of the organization.
- Update, make available to interested parties the code of ethics and of the organization and the code of conduct for employees and ensure compliance with the ethical principles contained therein.
- Establish and regularly review the objectives and goals in accordance with the assumable commitments.

Signed by: Julio J. de Ancos Morales

General Manager of IMBISA

This policy appropriate to our organization is communicated to the staff and understood by them, there being a commitment on their part of involvement and commitment to Quality Management, the Environment, Safety and Health of workers and Corporate Social Responsibility.