

MISSION, VISION AND POLICIES

“This policy is available to interested parties, and is communicated to all collaborating partners”.
“We express our commitment to continuous improvement of the management system, as well as to comply with the legal requirements, of those that the organization subscribes and of the applicable regulations”.

MISSION

Creating value for the company and for our shareholders by providing the necessary management and services to design, constructing and operating infrastructure and services which efficiently, sustainably and safely contribute to the well-being of people.

VISION

We want to be the international benchmark construction company regarding the provision of solutions focused on citizen wellbeing, societal progress and sustainable development. A diversified and integrated company, committed to its employees and respected for its ability to generate value and innovate in response to social needs.

VALUES

- Commitment
- Efficiency
- Excellence
- Respect for the Environment
- Innovation and use of the most suitable technology
- Integrity
- Team work
- Caring for people

Our mission, vision, and values are upheld by the following **POLICIES**:

QUALITY POLICY

The actions conducted byConvensa are intended to **permanently improve** the construction sector. Therefore, necessary measures are established to:

- Strengthen and enhance the **international leadership position** within the sector.
- Guarantee **client satisfaction**.
- Ensure staff receive the level of **training** necessary to continually improve their work performance.
- **Meet client requirements** and those stipulated by the law.
- Guarantee working conditions that facilitate **satisfaction and safety of workers**.
- Achieve **profitability** that guarantees remuneration corresponding to the capital employed and the greatest distributed profit.

ENVIRONMENTAL POLICY

The actions conducted by Convensa are focused on **respect for the environment** by:

- Complying with regulations, laws and other applicable commitments undertaken by the company.
- Continuously improving by analysing and minimising the environmental incidences which arise as a result of the Company's activity, contamination prevention actions, biodiversity protection and conservation, waste reduction and optimisation of resources consumption.
- The involvement of the parties concerned (internal staff, clients and subcontractors) inenvironmental management.
- Establishment a plan for the significant environmental impacts reduction.

CUSTOMER POLICY

Convensa's actions towards clients will focus on:

- Prioritizing strong **client** relationships.
- **Expanding operations into new geographical areas** with clients from strategic countries.
- Thereby, aiming to **diversify** into other additional strategic sectors of construction activity.
- All of the above with the **utmost respect for and consideration** of the impacted communities, indigenous people and cultural heritage.

OCCUPATIONAL RISK PREVENTION POLICY

The actions conducted by Convensa are intended to protect the safety of workers, therefore conditions are established which are necessary for:

- Compliance with current **legislation** and internal regulations, conducting work projects with a high level of safety.
- Health and Safety integration in decision-making at **all levels of the company's hierarchy**.
- **Planning, organizing and implementing** a monitoring process suitable for health and safety, which minimizes situations of risk on the works, as well as to plan actions for the continuous improvement of safety and health.
- The involvement of the **parties concerned** (internal staff, clients and subcontractors) in health and safety management.
- Promoting healthy working environments, as well as healthy worker habits both in the workplace and in non-professional settings.
- Facilitate the consultation and workers participation.

SUPPLIER POLICY

Regarding its suppliers, Convensa will ensure that:

- They wish to form part of the core of **stable collaborative** companies.
- **First-class companies** in their specialties are included on the list of classified providers.
- There is necessary transparency in relationships with suppliers so as to promote **mutual trust**.

EMPLOYEE POLICY

Regarding employees, Convensa will ensure that:

- Convensa professionals feel proud to **belong to the Company**.
- Employees want to **continue working for the Company**.
- There are no cases of **internal discrimination**, depending on the organisation that provides the services.

INFORMATION SECURITY MANAGEMENT POLICY

Convensa safeguards information as a strategic resource in our daily activity:

- Preserving the confidentially, integrity and availabbility of information.
- Identifying precautionary measures which are proportional to the value of the assets to protect, the current risks and the impact of possible security breaches.
- Making all FCC Construcción staff aware of the FCCGroup's internal information security policies.

COLLABORATIVE WORKINGS RELATIONSHIP MANAGEMENT POLICY

Convensa performances when establishing a collaborative working relationship based of:

- Encourage collaborative business relationships at all relevant levels, applying honesty, integrity and transparency criteria, being a reputational reference in the sector.
- Commit ourselves to strictly comply with any applicable requirement in the established relationships.
- Design a strategy oriented to value contribution and innovation, and focused on the continuous improvement oftheCBRMS.
- Consolidate sustainable relationships as much as possible overtime.

R&D&I POLICY

Convensa's R+D+i activity will be aligned with the advances made in the sector in terms of **technological innovation and processes**, related to its activity, actively participating in those initiatives that are aimed at the following guidelines: underground construction, materials, transport networks, sustainable building and rehabilitation, marine works, sustainable construction, prevention of risks at work, environment, process management, and energy efficiency.

All the personnel at Convensa must understand ad apply these policies, transferring the following principles to the development of their activities.

José Antonio Madrazo
Contratas y Ventas President

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