

MANAGEMENT SYSTEM POLICY.

Quality, Environment, Health and Safety

At Virtualware we create technological solutions that help organizations and institutions to be more sustainable and society to move forward. Our commitment to customers is to offer products and services of the highest quality according to their needs and that allows them to obtain excellent results in terms of sustainability.

Knowledge of the sectors and markets to which we are targeting, the needs of customers, the development of technology, the design of solutions and products, their development as well as the provision of derived services are **key to offering our clientele the highest quality.**

We are **completely aligned** with the commitments and objectives of **sustainable development** that we understand will allow us to achieve a better world. In this way, we integrate sustainability criteria (conciliation and equality, diversity, economic sustainability, innovation, dignity at work, environmental care, etc.) into our organization and its processes, as well as into the products and services that we develop for our clients.

All the people at Virtualware firmly believe that **continuous improvement and a comprehensive management system** aligned with our purpose is the way to achieve the objectives that we set for ourselves as an organization that is none other than to change the world thanks to the technological products and services that our clientele adopts to improve their results in terms of sustainability.



Unai Extremo Baigorri. (CEO)



MANAGEMENT COMMITMENTS:

We believe in sustainable development as the way forward to move towards a better society, and to apply the above policy, the Virtualware Management assumes the following commitments:

1. Have a **Comprehensive Management system**, based on the current ISO 9001 Standard, maintaining its effectiveness and promoting its continuous improvement.
2. Establish **Quality Objectives** integrating them with the **Business Objectives**.
3. Guarantee that the activity is carried out in accordance with **current legislation and regulations** and other applicable **environmental, safety and health requirements**, maintaining permanent respect for them.

4. **Reduce the environmental impact** promoting sustainable development using resources efficiently and with our solutions helping our clients to promote sustainability.
5. In terms of **Health and Safety**, do not take anything for granted. All incidents, accidents or occupational diseases can and should be avoided. The success of our **commitment** is based on the personal **involvement** of people in respecting the rules, the legal requirements and the behavior of each one. Therefore, this commitment must be assumed by all the people (managers, employees, directors,...) of the company as well as transferred to all **external companies** that work with us (suppliers, clients,...).
6. Guarantee the **protection and improvement** of the safety and health conditions of the people who work in the Organization every day.
7. Provide the necessary and **competent resources** to comply with the **principles of Quality, Health and Safety and Environment** in Virtualware.

Quality, Environment and Health and Safety is everyone's responsibility and requires commitment, collaboration and teamwork .


Unai Extremo Baigorri. (CEO)

