



# TANDEM HSE POLICY

---

At **TANDEM HSE**, we offer our services and expertise to the global market of **Engineering, Consulting, and Training**. We are dedicated to assisting our clients in developing their processes safely, efficiently, and sustainably, always committed to excellence and responsibility in all our operations.

Our foundation is based on a **Quality, Environmental, and Occupational Health and Safety Management System**, considering it a fundamental strategy for organizing business life. This approach is supported by the fundamental pillars of **service quality, respect for the environment, prevention of harm and deterioration of people's health and goods, sustainable development**, and the constant pursuit of **continuous improvement** in all processes, thanks to the commitment of all our workers and collaborators.

At TANDEM HSE, we believe that sustainability and corporate social responsibility are essential in today's business landscape. Therefore, we have integrated these principles into our business policy, reflecting a clear orientation towards what we consider key factors: customer satisfaction, reduction of environmental impact, balance in our results, employee satisfaction, and more sustainable development.

So, from both internal and external perspectives, we commit to:

- **Satisfy and build loyalty with our customers and other stakeholders** through the identification and fulfilment of their requirements via internal and external communication channels and the timely and quality provision of services, based on **continuous improvement** and the balance of our services.
- **Promote the consultation and participation of workers**, establishing effective communication channels, and, through the safety and health committee, actively involve workers in the identification and control of risks.
- **Comply with the applicable legislation** in Quality, Environment, and Occupational Health and Safety, as well as other requirements that may be requested by our customers and/or stakeholders.

- **Identify, act, and evaluate the environmental impacts** derived from the development of our activity, promoting environmental protection, pollution prevention, and sustainable development in all decisions. We actively strive to minimize our environmental footprint over time.
- **Provide the necessary resources** for the development, implementation, and continuous improvement of our management system.
- **Establish objectives and goals** in line with the organization's context and strategy. Conduct thorough monitoring and periodic reviews, thus supporting the organization's strategic direction and promoting continuous improvement in all processes.
- **Eliminate hazards and reduce risks** to safety and health at work.
- **Care for our workers** by advocating for equal opportunities and personal development, thus fostering a working environment with safer and healthier conditions to prevent injuries and health deterioration at work.
- **Integrate sustainable practices** into all our processes, continually seeking to reduce our environmental impact over time and contribute to sustainable development.
- **Promote corporate social responsibility** by advocating for business ethics and transparency in all our interactions to build strong and trust-based relationships with our stakeholders.

The Management of TANDEM HSE ensures that this policy is distributed and understood by all personnel in the organization, and it can be consulted by any interested party through our website ([www.tandemhse.com](http://www.tandemhse.com)).



**Sergi Carreras**  
*General Director*

Barcelona, Decembre 15, 2023.