

	SYSTEM POLICY		Code: Management Policy (EN)
			Version: 2.0
MANAGEMENT POLICY			
Management System: Integrated	Process: P01 - Develop Vision and Strategy	Work Centre: Azkoyen Group	
Reviewed by: David Armendariz Mancho 29/09/2023	Approved by: Juanje Alberdi 29/09/2023	Approved by:	

The **AZKOYEN Group** develops technology products and services for the Vending, HoReCa, household appliance, payment systems and security systems markets, with the aim of meeting our customers' expectations, achieving sustainable results in the long-term for our shareholders, while building a dynamic, challenging and motivating environment for our employees.

With a strong focus on international growth, we aim to become a global benchmark with our innovative automated sale, coffee vending, payments and security solutions.

The **Management** of the AZKOYEN Group is fully aware of the importance of making compatible the optimum development of the company's Mission within the framework of its Compliance policy, while ensuring the quality of its products and services, sustainability, the protection of the environment, as well as guaranteeing equal opportunities, diversity and the health and safety of its workers. It is for the above reasons that the company has assumed the following **commitments**:

To our customers and end users: *we make a huge effort to understand and meet their needs and expectations, providing top quality, secure, accessible, innovative and high added-value solutions to increase their satisfaction on an on-going basis.*

To our workers: *providing safe and healthy conditions at the workplace to prevent injuries and damage to health, eliminating the dangers and reducing the health and safety risks, conducting surveys and encouraging employees to participate through workers' representatives, encouraging teamwork by sharing the Group's vision and looking after our people, assisting them in their professional development and rewarding good performance, while guaranteeing equal opportunities, fostering diversity and inclusion.*

To protecting the environment: *preventing polluting activities and ensuring the sustainable use of resources, by progressively reducing the environmental impact of our activities and products throughout their life cycle, minimising our carbon footprint and integrating the concept of the circular economy in our business models.*

To good professional practice: *ensuring the effectiveness of the Compliance process to guarantee that the applicable legal and other requirements are met at all times, while ensuring transparency, ethical behaviour, a meticulous, effective and agile approach, guiding our actions towards the achievement of our business goals and seeking for continuous improvement.*

To our shareholders: *improving our profitability and competitiveness with a sustainable approach by ensuring the Continuous Improvement of our processes, with a focus on risks that ensures the consistency of our results.*

Management drives and leads an Integrated Management System to achieve the objectives associated with these commitments, which assigns responsibilities across the organisation's different levels and which ensures employees play an active role in BECOMING THE BEST.