



Environmental Policy



AIR NOSTRUM ENGINEERING AND MAINTENANCE OPERATIONS (ANEM), dedicated to aircraft maintenance, conducts its activities with a commitment to protecting the environment through the continuous improvement of its environmental performance, compliance with applicable requirements, pollution prevention, and consideration of risks and opportunities associated with climate change within the context of the organization.

To achieve this, it maintains an Environmental Management System in accordance with ISO 14001:2015.

ANEM establishes this policy as a framework for preventing adverse environmental impacts and enhancing the environmental benefits arising from its activities, promoting climate change adaptation, biodiversity conservation, sustainable development, and the efficient and responsible use of natural resources

This policy is publicly available and shall be known, understood, and adopted throughout the Organization.

Management is committed to providing the financial, human, and technical resources necessary for its implementation, as well as integrating the Management System into the organization's processes and promoting its continual improvement.

The Management of **ANEM** establishes the following principles as the foundation of its Environmental Management System Policy:

Mr. Guillermo González Vallina
General Manager

Mr. Carlos Bertomeu Martínez
CEO and President

Mr. Fermín Tirado Gallego
Accountable Manager

- 1. COMPLIANCE:** Comply at all times with applicable legislation, as well as with applicable requirements and environmental sustainability commitments related to our activities.
- 2. RISK- AND OPPORTUNITY-BASED APPROACH:** Integrate into management processes the identification and treatment of risks and opportunities that may affect environmental performance and the organization's ability to achieve its objectives, considering both the effects of climate change on the organization and the impacts of the organization's activities on the climate.
- 3. ENVIRONMENTAL PROTECTION:** Promote environmental protection through pollution prevention, emissions reduction, sustainable use of natural resources, biodiversity protection, energy efficiency, climate change adaptation, and the application of circular economy principles, while encouraging the reduction of resource consumption and waste generation.
- 4. INNOVATION, TECHNOLOGY AND CULTURE:** Promote an environmental culture based on responsibility, awareness, integrity, and ethical behavior, encouraging the participation of all people within the organization. Foster innovation, technology, and organizational culture as key drivers for continual improvement and sustainable growth.
- 5. PERFORMANCE EVALUATION:** Continuously evaluate and review environmental performance through the establishment of indicators, audits, and control mechanisms to ensure adequate environmental protection.
- 6. TRAINING:** Establish ongoing training programs to ensure the environmental competence of individuals performing work under the organization's control and to promote awareness and understanding for improved environmental behavior and performance.
- 7. CONTINUAL IMPROVEMENT:** Promote the continual improvement of the management system through the planning, review, and monitoring of objectives, with the active commitment of Top Management.
- 8. COLLABORATION AND INTERESTED PARTIES** Maintain open and transparent communication with customers, suppliers, airport operators, public authorities, and other interested parties, considering their needs and expectations regarding sustainability and climate change. Promote collaboration with suppliers and strategic partners to enhance environmental performance, biodiversity protection, responsible resource use, and sustainability throughout the life cycle of the services provided. Promote the integration of environmental criteria into the selection, contracting, evaluation, and monitoring of suppliers, subcontractors, and collaborators, encouraging improved environmental performance throughout the life cycle of the services provided.
- 9. COMMUNICATION AND TRANSPARENCY:** Communicate this policy to all company personnel, ensuring their understanding, implementation, and commitment, and make it available to relevant interested parties, promoting transparency and confidence in the organization's performance.