



Gmp INTEGRATED POLICY

In accordance with the Company's mission, approved by Senior Management in December 2020 "To develop and manage office buildings in prime locations in Madrid, offering the highest quality standards, healthy, sustainable and efficient spaces and services to develop professional activity of corporate clients and their teams", Gmp identifies the following as strategic core values of the Company:

- Excellence. We must constantly strive to reach the highest quality standards in our products and services.
- People-Centred. We must be pleasant and show respect towards our colleagues, clients, providers and partners and establish relationships based on tolerance, understanding and mutual cooperation.
- Innovation. We must promote the creativity of our teams and providers, enabling us to deliver the best services to our clients and achieve maximum efficiency in our processes.
- Social Engagement. It is our duty to be responsible and sensitive towards the Communities where we work.
- Sustainability. We must be aware of the impact that our business activity produces on the environment and implement measures to reduce this.
- Integrity. Conducting business in a fair, honest and transparent way.

The Senior Management of Gmp has raised awareness and engaged employees of the organisation to ensure that the management of the company reflects these core values, providing the human and material resources needed and undertaking the following commitments:

- ✓ Compliance with legal and regulatory requirements to which Gmp subscribes relating to environmental aspects, quality and labour risk prevention, as well as to clients' demands, periodically measuring the degree of satisfaction thereof through surveys.
- ✓ Taking the appropriate measures to prevent any damage or deterioration of its workers and clients' health, through the management of a Department specializing in the Prevention of Labour Risks, which integrates the health and safety of the above, in accordance with the requirements of the Act on the Prevention of Labour Risks and guarantees compliance with all applicable legal requirements and any other requisites, in order to prevent risks affecting the health and safety of all those in contact with Gmp.
- ✓ Assessment, classification and minimisation of any significant impacts of the Company's activity by implementing integrated processes and planning in the areas of Environmental Management, Quality and Prevention of Labour Risks.
- ✓ Knowledge of the internal and external issues that could affect the context of the organization and development of Gmp's activity.
- ✓ Knowledge and review of the needs and expectations of the interested parties that interact directly and indirectly within the framework of Gmp's activity, promoting fluid and ongoing communication.
- ✓ Development and well-being of everyone in the Company's human team.





- ✓ Improving productivity and competitiveness.
- ✓ Fostering and promoting sustainable environmental management among workers, clients and suppliers.
- ✓ Protecting the environment through all employees of the Company showing responsibility and engagement, preventing pollution and foster the positive impact of our activities from the point of view of lifecycle analysis.
- ✓ Fostering the implementation of certifications and measures in buildings, aiming to promote sustainability, wellbeing and comfort of occupants.
- ✓ Documenting, implementing and constantly updating an integrated environmental, quality and labour risk prevention management system, aligned with the nature, magnitude, environmental impacts and risks of its activities, products and services via analysis and assessment.
- ✓ Providing a benchmark framework for establishing and reviewing environmental, quality and labour risk prevention aims and targets.
- ✓ Periodically reviewing this Policy to ensure that it is always tailored to the organization, communicating it to everyone who works for Gmp or on its behalf and making it available to all interested parties and the public.

Gmp's Senior Management establishes that Environmental, Quality and Labour Risk Prevention Management is the responsibility of every member of the Company and, as such, they should include it in every activity they perform or order and in every decision they take. The following are deemed basic duties:

- ✓ Performing work in accordance with the rules, instructions and implementation procedures set down by the Company.
- ✓ Making correct use of the individual or collective protection equipment provided by the Company.
- ✓ Making correct use of the equipment, tools, vehicles and any other means used for performing work.
- ✓ Not undertaking work whenever there is a serious imminent risk for workers, and informing the line manager so that any necessary measures can be determined.

The Integrated Management System will provide the appropriate channels and information and communication processes so that the system itself, the integrated policy and the Company's objectives are known, shared and fulfilled by all the Company's employees.

Francisco Montoro Alemán
Chairman
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