



Gmp INTEGRATED POLICY

In accordance with the Company's mission, approved by Senior Management in February 2014, of "Promoter and property-owning investor in quality offices in Madrid, delivering high levels of satisfaction for clients and partners through sustainable business management," Gmp ratifies the three core values defined in its previous integrated policy:

- **Quality** in every real estate product presented to the market.
- **Client Satisfaction.**
- **Responsibility** in all its dimensions: human, social and environmental.

And has defined new values:

- **Innovation** in order to anticipate market trends.
- **Commitment** to continuous improvement.

Seeking to improve everyday business, Gmp undertakes to:

- ✓ Comply with legal and regulatory requirements, and with clients' demands, periodically measuring the degree of satisfaction thereof through surveys.
- ✓ Take 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.
- ✓ Improve productivity and competitiveness.
- ✓ Foster and promote sustainable environmental management among workers, clients and suppliers.
- ✓ Prevent pollution and foster the positive impact of our activities from the point of view of lifecycle analysis.

Gmp's Senior Management has raised awareness and engaged staff at every level of the organization in order to meet the firm commitment of adopting continuous improvement as a strategic value and a means of managing the company; contributing human and material resources and making commitments to undertake the following:



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- ✓ 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.
- ✓ Complying with applicable current legislation and any requirements Gmp subscribes to regarding environmental aspects, quality and the prevention of labour risks.
- ✓ Promoting improvement in working conditions, with a view to raising the level of protection for workers' health and safety.
- ✓ Achieving environmental protection through the responsibility and engagement shown by all members of the Company, preventing pollution.
- ✓ 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 - CEO

April 2017



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