



INTEGRATED MANAGEMENT POLICY

QUALITY, OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENT AND ANTI-BRIBERY

AEE Marine Services S.A de C.V., is a company that provides specialized services of *marketing and supply of industrial safety products (personal protective equipment and special safety devices), respiratory protection and gas detection, leasing and maintenance of industrial safety equipment*; convinced that the satisfaction of our clients, Environmental Protection, Safety and Health at work, the ethical and responsible behavior of our employees and business partners, are key factors to achieve the success of our company; we carry out our activities assuming the following commitments:

- Satisfy the needs and expectations of our clients by providing timely, responsible and reliable services,
- Develop the competencies of our collaborators to obtain a high performance,
- Ensure compliance with applicable legal requirements and those to which the organization subscribes,
- Protect the environment by identifying, evaluating and controlling environmental aspects in order to prevent pollution,
- Provide safe and healthy working conditions by identifying, eliminating hazards and reducing risks in order to prevent injuries and deterioration of health,
- Promote a culture of consultation and participation at all levels of the organization,
- Prohibit acts of corruption such as: bribery, money laundering, influence trafficking, Facilitation Payments, collusion and sponsorship of terrorism,
- Comply with anti-bribery laws applicable to the organization,
- Promote the raising of concerns in good faith or on a basis of reasonable belief, in confidence and without fear of reprisal,
- Give the Anti-Bribery Compliance Officer with the authority and independence to ensure that the Anti-Bribery Management System is in compliance with the requirements and,
- Promote continuous improvement of the effectiveness of the Integrated Management System.

All employees and business partners must comply with this policy; the event of non-compliance with this policy and the activities derived from it, are subject to sanctions established in the regulations, codes and/or guidelines of the organization.

General Direction

Commercial Direction