



## INTEGRATED MANAGEMENT POLICY

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

**AEE Marine Services S.A. de C.V.** is a company dedicated to the commercialization and supply of industrial safety products (personal protective equipment and devices), the provision of respiratory protection and gas detection services, as well as the leasing, installation, and maintenance of industrial safety equipment and devices. We are firmly convinced that customer satisfaction, occupational health and safety, the ethical and responsible conduct of our employees and business partners, as well as environmental protection and climate change mitigation, are key factors in achieving the sustainable success of our organization.

. Therefore, we carry out our activities assuming the following commitments:

- To meet customer needs and expectations by providing reliable and timely products and services, focused on continuous improvement and compliance with applicable requirements.
- To develop and strengthen personnel competencies, ensuring the training, awareness, and participation of our employees to achieve high organizational performance.
- To comply with applicable legal, regulatory, and other requirements related to quality, occupational health and safety, environment, and anti-bribery.
- To protect the environment through the identification, evaluation, and control of environmental aspects, pollution prevention, efficient use of resources, and contribution to climate change mitigation and adaptation.
- To provide safe and healthy working conditions through the identification and elimination of hazards and the reduction of risks, in order to prevent injuries and health deterioration.
- To promote a culture of consultation and participation at all levels of the organization.
- To maintain a zero-tolerance policy toward corruption, strictly prohibiting acts such as bribery, money laundering, influence peddling, facilitation payments, collusion, and any form of financing or sponsorship of terrorism.
- To comply with and enforce applicable anti-bribery laws and requirements, as well as the internal guidelines established by the organization.
- To encourage the reporting of concerns, complaints, or disclosures made in good faith, based on a reasonable belief, ensuring confidentiality and freedom from retaliation.
- To grant the Anti-Bribery Compliance Officer authority, independence, and resources to ensure that the Anti-Bribery Management System conforms to applicable requirements.
- To promote continuous improvement of the effectiveness of the Integrated Management System.

This policy is mandatory for all employees, contractors, and business partners acting on behalf of AEE Marine Services S.A. de C.V. Failure to comply with this policy and the documents derived from it shall be subject to the sanctions established in the organization's internal regulations, codes, and guidelines, as well as applicable legal provisions.

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