



ANEM, dedicated to aircraft maintenance, has implemented an Environmental Management System based on ISO 14001:2015 standard with the objective of carrying out environmental practices that contribute to sustainable development and environmental protection.

ANEM's Senior Management has approved the Environmental Policy, a reference document for the development of the Company's environmental strategy and as a framework for the Environmental Management System, which establishes the following guidelines:

- 1. COMPLIANCE:** Comply, at all times, with current legislation as well as with the voluntary agreements acquired applicable to our activities.
- 2. PREVENTION:** Promote actions aimed at preventing and minimizing the impact that activities and infrastructures may have on the environment. Focusing on waste management, spill control and reduction of atmospheric emissions.
- 3. INNOVATION:** Promoting innovation and putting it at the service of sustainable growth.
- 4. EVALUATION:** To continuously evaluate and review the environmental performance, establishing different environmental indicators and carrying out audits, thus ensuring the best protection for the environment.
- 5. TRAINING:** Establish permanent training programs and promote awareness for a better environmental behavior of all.
- 6. CONTINUOUS IMPROVEMENT:** To improve our environmental performance through the planning and periodic review of environmental objectives, with the involvement and commitment of the management to achieve them.
- 7. COLLABORATION:** To maintain permanent contact with our clients, suppliers, airport managers, administrations and other interested parties in order to be able to collaborate together in the continuous improvement of the established environmental management system.
- 8. DISSEMINATION:** Communicate the Environmental Policy to all the Company's personnel and make it available to interested parties.

This policy is publicly available and must be adopted by the entire company. Management is committed to provide the necessary financial, human, and technical resources to ensure its compliance. Furthermore, it will ensure that the System Policy is communicated and enforced among all company professionals, suppliers, subcontractors, and clients.

**Mr. Carlos Bertomeu**  
President

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Vice-President

**Mr. Fermín Tirado**  
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