

At Joltech Solutions SL we develop and make use of our technical knowledge to provide genuine professional development to every team member – our people and their well-being always comes first. We work to develop a high-trust culture, based on respect, and empower one another.

In JOLT we are strongly committed to science, as well, continually producing innovation through improving our understanding & expertise. Science is a long path towards knowledge, so we do not work for the short term.

According to the five core values of our company – integrity and ethics, customer focus, quality and innovation, teamwork, sustainability – we are committed to the highest quality standards and to sustainable business development.

For us sustainability implies a balance between ecological demand, economic success, and social responsibility. We accomplish these goals by:

- Driving customer satisfaction with our products, services, and solutions, aiming at building long-term loyalty by partnering with customers to achieve mutual success.
- Offering our customers future-oriented and sustainable technologies.
- Collaborating with customers and suppliers, fostering relations based on trust, honesty, openness, and mutual respect, and adopting processes and organizational structures which might facilitate our relations with them and help us meet their expectations.
- Compliance with applicable laws, regulations and agreements is a fundamental prerequisite in our work and in our perception of quality, environment and working environment.
- Setting efficiency and excellence in the company's internal management to develop and implement an integrated ESG management system which covers occupational risk prevention, economic, technical, legal, and social issues, as well as environmental protection. Such system shall be based on corporate guidelines and international criteria.
- Ensuring a good and safe working environment. The objective is zero occupational accidents and is supported by risk assessments and work instructions for our most important working environment conditions, whereby we prevent accidents and injuries.
- Conducting an ongoing dialogue with our suppliers about environmental and occupational health conditions when purchasing materials.
- Working actively to reduce and minimize our GHG emissions including all the scopes, by setting ambitious reduction initiatives which are tightly aligned with ours targets.
- Understanding and acknowledging the reality of human-induced climate change and is taking strong action to de-carbonize. This involves working to design and highly develop energy-efficient process, running where feasible on renewable energy.
- Recognizing our role in reducing the waste generated during our chain of production. We will implement where possible, waste management infrastructure, work to reduce the volume of waste sent to treatment and increase the proportion that is recycled or composted. The Company aspire to support the creation of a 'circular economy'.
- Improving water efficiency by reducing wastage or reusing water where practical. The Company will track water use and where possible, in future, report on performance.
- Leadership and commitment with our human staff, while fostering teamwork, consultation, and the participation of employees at all company levels to become an attractive organization full of company proud members. Creating an atmosphere in which employees can combine their personal and professional life while developing their professional potential.

- Working to identify and effectively manage safety, physical and mental health to protect all involved communities, employees, contractors, and investors, and continually improve the Company processes.
- Requirements concerning rigor, impartiality, confidentiality, and truthfulness at all levels in our professional activities, a principle based on independence and on corporate values included in our code of ethics.
- Promoting a meaningful engagement with Joltech Solutions SL stakeholders on key issues, to help build an inclusive and sustainable society.
- Encouraging a respectful, inclusive culture where different perspectives are heard and supported, and its employees feel comfortable expressing all aspects of their identity at work.
- Understanding that success rests on the strength of the communities in which the Company operates, aiming to partner with community organizations to deliver positive social outcomes.

All JOLT members must acknowledge review of and compliance with this policy, which shall be implemented by means of a documented system available for all the concerned parties and which is reviewed periodically to ensure that it remains relevant and appropriate.



Leon Rizzi

CEO