

QUALITY AND ENVIRONMENT POLICY



**Employee
Mobility
Solutions**

EMPLOYEE MOBILITY SOLUTIONS S.L., a company dedicated to comprehensive migratory solutions related to compliance with legal, fiscal, labour, and social security requirements, as well as solutions for relocation and moving needs, in its effort to achieve higher quality in the services it provides, informs you that we have implemented an Integrated Quality and Environmental Management System in the company based on the UNE-EN ISO 9001:2015 and ISO 14001:2015 standards, and commits to comply with applicable requirements in line with the purpose and context of the organization and aligned with its strategic direction, in order to achieve continuous improvement.

To this end, the Management of EMPLOYEE MOBILITY SOLUTIONS S.L. establishes the following commitments:

- **Satisfy our clients** by offering personalized attention to their needs, efficiency, and guarantee of results in the various actions, and agility and commitment in the execution deadlines of the agreed work.
- **Have a staff of professionals** in continuous training and retraining, aware of the importance of the quality of their work.
- **Know and ensure compliance** with all legal requirements and any other requirements that the organization subscribes to.
- **Continuously improve the quality** of our services.
- **Provide adequate training** to its workers to encourage their active participation in the implementation and maintenance of the Integrated Management System.
- **Periodically establish Quality and Environmental Objectives** and monitor them.
- **Consider environmental management** as a strategic element for the operation of the company.
- **Plan our activities** in such a way as to ensure the prevention of pollution, guaranteeing continuous improvement of our environmental performance.
- **Minimize the environmental impact** of our activities, with special emphasis on waste management, following the philosophy of reduce, reuse, and recycle, and when this is not possible, give them the destination that ensures the least impact on the environment.
- **Involve the entire organization** in continuous improvement, creating an internal culture of quality and environment that integrates efficiency and the environmental variable in process management.
- **Comply with applicable environmental legal requirements** and other voluntary requirements subscribed related to their environmental aspects and sustainable development.
- **Promote environmentally responsible behavior** among its stakeholders.

The Management ensures that this Quality and Environmental Policy will be maintained, understood, and periodically reviewed, communicated to all employees, and made available to all interested parties.

Madrid, June 1, 2023

Signed: The Management