



INTEGRATED GROUP POLICY

GRUP HERACLES was founded in 2007 by the merger of number of Andorran business groups. The Group Board decided to create an integrated management system to be implemented in all its companies. The Group is divided into two sectors, which are in turn subdivided into various sectors and organisations:

o **Civil Work and Construction:**

CEVALLS, INACCÉS, TREBALLS PÚBLICS UNITAS, TREPOSA.

o **Services:**

CONCRETE: UNIFOR; AGGREGATES AND QUARRIES: ÀRIDS ALT URGELL (Spain), ÀRIDS ANDORRANS; WASTE: CONTAR, ECO GRUP INTERNACIONAL, PIRINENCA DE SERVEIS; CONCESSIONS: GAVSA; OTHER SERVICES: GRUP HERACLES, MATERIALS RIBA, TRANSPORTS DANIEL, REMAPALEX.

MISSION: WE ARE ENGAGED IN THE CONSTRUCTION SECTOR, INCLUDING CIVIL WORKS, BUILDING, AND THE ENVIRONMENT, AS WELL AS RELATED SERVICES.

Our Group, with its competitive, innovative, integral, professional and socially responsible projects, seeks the full satisfaction of each organisation, each company and, in particular, each individual person that we establish relations with, both internally and externally.

VISION: WE WORK TO POSITION THE GROUP AS A POINT OF REFERENCE IN ANDORRA AND SPAIN, AT THE HEAD OF A SOLVENT, COMPETITIVE BUSINESS GROUP THANKS TO THE EFFORTS OF A HIGHLY PROFESSIONAL TEAM AND A UNITED AND COMMITTED GROUP OF SHAREHOLDERS.

Our **goal** is to constantly seek excellence, competitiveness and sustainability in all our activities.

VALUES: We base our business culture on a sustainable business model that is supported by certain core values:

Unity among the owner families, the desire for continuity, financial prudence, austerity, discretion, humility, respect, honesty, transparency, perseverance, hard work, excellence in work, professionalism, environmental sustainability

We have established the following guidelines for achieving our goals:

- ❖ We seek quality, always acting appropriately and improving constantly.
- ❖ Ensuring health and safety in the workplace is the responsibility of each and every member of the Group.
- ❖ We act consistently and conserve the environment around us.
- ❖ We ensure maximum compatibility between the production process, health and safety in the workplace and an eco-friendly approach.
- ❖ We comply with legal requirements, regulations and all other norms considered appropriate in each different activity.
- ❖ The Group informs and trains all members of the organisation with regard to the risks associated with their activities, raising awareness about the importance of caring for the environment, and encouraging them to act according to these guidelines in the workplace.
- ❖ We inform third-party stakeholders about key issues involved.
- ❖ We make available to interested members of the public relevant information about quality, the environment and health and safety in the workplace at our companies.

Under our Integrated Management System, each and every one of us is responsible for ensuring compliance with directives and for the achievement of goals in accordance with the following standards: ISO 9001, ISO 14001 and OHSAS 18001.