



QUALITY, ENVIRONMENT, HEALTH AND SAFETY, AND SOCIAL RESPONSIBILITY POLICY

The management of CALZADOS FAL S.A. has established that all entities within the company must act in pursuit of the following strategic objectives:

1. The Quality, Environment, Health and Safety, and CSR Policy of CALZADOS FAL S.A. aims to promote the satisfaction of our customers and other stakeholders, minimise pollution, respect our environment, prevent damage and deterioration of health, compliance with all legal and other requirements relating to quality, the environment and occupational health and safety hazards, and other requirements in the field of corporate social responsibility (CSR), providing the framework for establishing and reviewing quality, environmental, health and safety and social responsibility objectives and targets.

2. Each member of the company is directly responsible for quality, respect for the environment, damage prevention, and compliance with ethical principles and social responsibility in the performance of their duties and work, and for the related results, which must be directed towards a dual commitment:

- + Complete customer satisfaction.
- + Continuous improvement of the company.

3. That the quality, environmental, health and safety, and CSR management system generates trust among the staff of CALZADOS FAL S.A., customers, various public and private organisations, and other stakeholders.

4. Special emphasis should be placed on preventing errors, contamination and damage, and ensuring that, if they do occur, they can be detected and corrected, thereby preventing their recurrence.

5. Our raw materials must be purchased within the established deadlines, at the lowest possible cost and in compliance with the required specifications and principles of social responsibility.



6. Manufacture in accordance with established requirements, making the most of the company's production capacity.

7. Our mountain and leisure footwear designs must meet customer and/or supplier requirements at the lowest possible cost.

8. Achieve leadership in our mountain and leisure footwear.

9. Management provides the necessary human and technical resources to maintain the quality, environmental, health and safety, and CSR management systems in order to continuously improve their effectiveness.

10. CALZADOS FAL S.A. promotes ethical behaviour within the organisation with all its stakeholders, such as employees, customers, suppliers, society in general and other stakeholders.

11. CALZADOS FAL S.A. encourages consultation and participation by employees and their representatives.

12. CALZADOS FAL S.A. undertakes to provide safe and healthy working conditions for the prevention of work-related injuries and health deterioration, to eliminate hazards and reduce OSH risks, and to comply with the ethical principles of CSR set out in the Code of Conduct.

13. CALZADOS FAL S.A. is committed to complying with the principles of social responsibility in relation to accountability, transparency, ethical behaviour, respect for stakeholders, respect for the principle of legality, respect for international standards of behaviour and respect for human rights.

14. CALZADOS FAL S.A. provides stakeholders with useful products and services under fair conditions.

15. CALZADOS FAL S.A. promotes wealth creation in the most sustainable way possible and equitable distribution.



16. CALZADOS FAL S.A. respects human rights by providing decent and safe working conditions that promote the personal and professional development of its staff.

The management of CALZADOS FAL S.A. fully supports this policy and commitment, undertaking to offer only high-quality products to its customers, always respecting the environment and health, for which it will permanently apply the technical and human resources necessary to ensure such quality, environmental respect, damage prevention and ethical principles and corporate social responsibility (CSR).

As a means of action, the application of the quality, environment, health and safety, and CSR system, defined in the manual in its broadest sense, is established so that each department or section considers the others as its own customers, giving preference to preventive measures over corrective ones in each activity.

Similarly, CALZADOS FAL S.A. has established a code of ethics available to all its stakeholders and published on the company's website.

Management delegates authority to each department head so that their staff are aware of and understand the content of this Quality, Environment, Health and Safety, and CSR Policy, and so that any questions regarding its interpretation can be clarified.

The Quality Manager, the Environment and Health and Safety Manager, and the CSR Manager are responsible for verifying compliance with this Manual, recommending solutions, checking that these are implemented, and updating the Manual.

CARLOS ABAD URQUIJO

Director - Manager

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