



INTEGRATED POLICY

UNE-EN ISO 9001:2015

UNE-EN ISO 14001:2015

UNE-EN ISO 45001:2023

Policy Owner/issued by	Reviewed and approved by	Date of issue/revision	Version number
GOTEX, S.A.U.	The Address	November 2025	1

GOTEX S.A.U. A company founded in 1947 by the Ferré y Buj family, its origins are framed in traditional textiles, in the 80s, what until then had been a family business and locally, currently, GOTEX S.A.U. designs, manufactures and markets high-performance technical textile products.

For this reason, it is our obligation to maintain high-quality standards in all departments of the company, following the following points:

- ✓ To foster respect, diversity and inclusivity in all areas of our business.
- ✓ To promote sustainability in our products and processes, to help improve our environment and comply with the Provisions set worldwide.
- ✓ Comply with all current regulations and in turn with the requirements of Coats.
- ✓ Promote continuous improvement in all our daily tasks.
- ✓ Encourage teamwork. Our people are the key to everything.
- ✓ Innovation is part of our current and future culture.
- ✓ To increase productivity in all our areas, innovating and improving in our day-to-day work, being creative and proactive.
- ✓ Resilience is key to being able to advance and grow as a life and professional project.
- ✓ The world is changing, and we must always be open to change and adapt to it.

We are a world-leading manufacturer of yarns and yarns, our purpose is to connect talent, textiles and technology to make a better and more sustainable world.

Knowing, evaluating, limiting and reducing our impact on the environment is a fundamental part of our company. Senior Management defines short and long-term objectives and goals to achieve the highest possible standard of performance, progressively reducing the amount of energy from non-renewable sources, the consumption of water used in the manufacturing process and reducing the amount of waste generated by studying alternative ways of revaluation for each particular case, directing the business strategy towards a sustainable circular economy, these objectives are continuously reviewed as necessary to face future challenges in the sector. Recognizing that the environment is a shared resource and assuming our responsibility to present and future society.

In order to comply with the environmental objectives, set we implement actions aimed at:

- ✓ Contribute to better management of natural resources and the environment through energy efficiency, innovation and employee awareness.
- ✓ Continuously look for opportunities to minimise waste generation through revaluation channels.
- ✓ Effective and efficient management of hazardous substances through authorised managers.
- ✓ Integrate environmental criteria in the selection and evaluation of suppliers, contractors and subcontractors, through the incorporation of contractual requirements and clauses that promote sustainability and compliance with applicable environmental regulations.
- ✓ Comply with international, national and regional legislation.
- ✓ Establish objectives to manage resources efficiently, promoting the continuous improvement of the system and environmental performance.
- ✓ Regularly update the integrated policy, as well as make it available to all stakeholders.

At GOTEX, safety is more than a priority – it's a core value that guides everything we do and is embedded in our operational excellence. We are committed to providing safe and healthy workplaces by preventing occupational injuries and illnesses. This commitment includes strict adherence to legal requirements, industry standards, and our Health and Safety Management System.

As part of our Zero Journey, we apply a clear set of non-negotiable "Red Lines" – crucial, life-saving rules that should never be broken. These "Red Lines" form the foundation of our safety culture and are treated with zero tolerance, reinforcing our shared responsibility to protect ourselves and others on a daily basis.

Our Commitment

To comply with it, we are responsible for:

- ✓ Provide and maintain a safe, healthy, and conducive work environment for all employees, contractors, and visitors.
- ✓ Comply with this Occupational Health and Safety Policy and Management System, as well as with all applicable legal and regulatory requirements.
- ✓ Integrate health and safety best practices into daily operations, applying the hierarchy of controls to identify and eliminate risks.
- ✓ Continuously improve our safety performance, using lessons learned, audits, best practices, safety journeys, and scope of control.
- ✓ Establish and revise annual targets to reduce the frequency and severity of workplace injuries, occupational diseases, and commuting incidents.
- ✓ Offer ongoing training, information, and resources so that all individuals can fulfill their security responsibilities with confidence and competence.
- ✓ Promote physical and mental well-being, fostering a culture of care and respect throughout the organization.
- ✓ Demonstrate safety leadership and actively encourage employee participation in hazard identification and risk reduction initiatives.
- ✓ To make security performance a fundamental business metric by incorporating it into Key Performance Indicators (KPIs) at all operational levels.
- ✓ Treat any breach of the health and safety policy, management system or our Red Lines with the utmost seriousness and take appropriate disciplinary action.
- ✓ Only work with suppliers and contractors who meet our high health and safety standards.
- ✓ Assess and mitigate risks with control measures, both in current and new operations and acquisitions, including thorough due diligence and post-acquisition planning.

Our Shared Responsibility

- ✓ Leadership and management is responsible for integrating safety as a core value and demonstrating visible safety leadership in all activities.
- ✓ All employees are responsible for their own safety and that of others by following training and instructions, reporting hazards, suspending unsafe work and fully complying with our safety standards, including Red Lines.

GOTEX is committed to managing the production activity through an integrated management system structured on the basis of the International Standards UNE-EN ISO 9001, UNE-EN ISO 14001 and UNE-EN ISO 45001 in force verified by third parties.

The effectiveness of this policy and integrated management system will be reviewed periodically.

OCCUPATIONAL HEALTH AND SAFETY, ENVIRONMENT AND SUSTAINABILITY, QUALITY AND INNOVATION

The Address