

ASTILLEROS DE SANTANDER, S.A.U. ("ASTANDER") is a Company dedicated to design, repair, convert and build ships and floating crafts whose aim is to provide its clients with useful products and services responding to the mutually agreed commitments and fulfilling the established quality, environmental and health & safety at work requirements.

ASTANDER's objective is to increase its competitiveness, its presence in the market, its sales volume, its business benefit and its social purpose as a Company. ASTANDER has a commitment to provide safe and healthy working conditions for the prevention of work related injury and ill health, a commitment to satisfy applicable legal requirements and other requirements and a commitment to the control of OH&S risks. For these purposes an Integrated Quality, Environmental and Health and Safety at Work Management System according to ISO 9001, ISO 45001 and ISO 14001 standards in their last state of revision has been implemented.

In order to achieve the goals, we must:

- Consider the quality, environmental, and health and safety at work management as something essential, making the workers participants and responsible for it.
- Guarantee a safe and healthy working place for all the workers.
- Reduce waste and energy consumption.
- Preserve the natural resources.
- Supply the required resources to enable all our personnel to identify and eliminate freely the obstacles that could impede the improvement of the QUALITY, HEALTH and SAFETY of their work and the protection of the ENVIRONMENT.
- Train all the personnel on the principles and methods of how to improve, through their participation, in such a way that this Policy is implemented and kept up-to-date daily in all the levels of the Organization.
- Keep an Integrated Management System establishing the appropriate procedures and working instructions for the company processes implemented
- Stimulate the collaboration with the workers representatives.
- Keep a appropriate coordination policy with the interested parties

Each worker is responsible for carrying out his work under quality and health and safety conditions, respecting the Environment. This means that he knows and understands the demands of the implemented Integrated Management System and his mission is to make a good job to get it right the first time round, getting at the same time his own personal satisfaction and satisfactory economic results for the company.

ASTANDER guarantees the assignment of the human, technological and financial resources necessary for the implementation of the Integrated Management System and the fulfillment of the goals.

This policy is spread to all interested parties, whose support is urged so that the established goals could be eventually achieved.

**JUAN LUIS ECHEVARRIA
DIRECTOR**

12th June, 2019

RESEARCH, DEVELOPMENT AND INNOVATION POLICY FOR ASTANDER

The board of directors of Astander publicly expresses that the development of activities related to Research, Development and Innovation are a priority for our company.

Astilleros de Santander, S.A.U., is a Spanish company whose work site is located in the south of the Bay of Santander. The main activity carried out is the repair, conversion, design and construction of ships and other sea crafts.

Our shipyard has two dry docks, a dry dock slipway and 800 meters of dock equipped with cranes, air, oxygen, fresh water, salt water, etc. as well as adjustment workshops and steel and pipe systems so as to provide our clients with useful products and services, responding to the mutually agreed commitments with our clients and striving to meet those requirements guaranteeing maximum satisfaction.

Astander S.A.U., assumes its commitment in the development of procedures for Research, Development and Innovation. In order to ensure that such activity is fostered within the company, an integrated management system is implemented as pointed out in the following terms:

1. Maintaining and keeping the integrated management system up to date in compliance with the requirements stated in the UNE Norms 166002:2014 (Spanish Association of Normalization) in order to ensure progressive improvements to the development of activity related to Research, Development and Innovation. (R+D+I).
2. Providing an appropriate structure for conducting R+D and Innovation activities, as well as planning, assessing, and revising objectives, aims and established policies on a regular basis.
3. Communicating the policies reflected in the Integrated management system, raising awareness of namely policies in both parties, in addition to implementing and elaborating training courses to address any possible indicators.
4. Using the R+D and Innovation tools to have full knowledge of the current situation as well as to learn about emerging new technological advances and to be fully aware of the situation of Astander with respect to the global situation of the market.
5. Establishing the necessary internal and external channels of communication in order to carry out adequate technological transfer.
6. Implementing any necessary measures to foster the protection of results achieved through the deployment of activities promoting R+D and Innovation.
7. Carrying out any necessary assessment to ensure the correct implementation and maintenance of the integrated management system.