

S4A, Solutions for Aviation, S.L. has established an integrated management policy under the principles of the **UNE-EN-ISO 9001 Quality Management System and AS/EN-ISO 9100 Aerospace Quality Management System** standards. Being aware of the commitments to its customers and other stakeholders, **S4A** confirms its commitment to **continuous improvement** and **excellence** in all its actions and in the provision of services:

- Design and control of the manufacture of aeronautical systems and structures under development.
- Design updates for aircraft.
- Aeronautical consultancy.

This policy integrates the main aspects of interest for both **S4A** and its stakeholders in compliance with our vision: To be a world leader in the development of efficient and innovative aeronautical solutions that allow our customers' aircraft to operate continuously, sustainably and safely. It establishes a framework of *Ethical Principles, Quality, Information Security, Service Security and Quality, Health and Safety at Work, Equal Opportunities and the Environment*, and it is specified in the following commitments of action:

- The provision of services based on **sustainable development with ethical and social responsibility principles**.
- Compliance with the expectations, **legal requirements and/or standards** of customers and other interest groups.
- The **satisfaction of our clients' needs** with a criterion of **maximum quality**.
- Compliance with **aeronautical safety standards**, as well as promoting the safe, efficient and sustainable development of air transport.
- The protection and adequate treatment of **personal data and information**.
- The promotion of a **safe and healthy working environment** and the promotion of the **well-being** of our team
- The promotion of an adequate **working climate, equal opportunities, non-discrimination**, respect for **diversity** in the workplace and the **reconciliation** of family and working life, favouring the **development of our people**.
- The development of our processes with maximum **respect for the environment**.
- The **profitability** of the business as a guarantee of future and growth.

This Policy is communicated to **S4A** personnel and accessible to all interest groups that require it. It is reviewed annually to ensure its consistency with the company's circumstances and with the needs and expectations of its stakeholders.

S4A encourages the commitment of all employees to comply with the above principles and provides the necessary resources to establish, implement, maintain and improve the Management System. In addition, five corporate values have been defined:

- ❖ *PASSION FOR THE CUSTOMER*
- ❖ *PROACTIVE ENGAGEMENT*
- ❖ *CONTINUED RESILIENCE*

- ❖ *INTELLECTUAL ENQUIRY*
- ❖ *EXPONENTIAL TRANSPARENCY*

that frame the behaviours and decision making of our employees in pursuit of **S4A**'s vision and mission for the future.

Francisco Guerrero (CEO)