



Social Compliance Policy

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1. Purpose and scope

AEROSPACE ENGINEERING GROUP SL (hereinafter, AEG) is firmly committed to operating with the highest standards of ethics, integrity and social responsibility. Our main activity, the maintenance and repair of aeronautical equipment, requires an unwavering commitment to operational safety, quality and regulatory compliance.

This Social Compliance Policy establishes the principles and guidelines that govern our company's operations and is mandatory for all employees, managers and collaborators.

2. Guiding principles and regulatory references

The Company bases its social policy on the following pillars:

- **Spanish legislation:** Full compliance with the Spanish Constitution, the Workers' Statute, **Organic Law 3/2007** (effective equality between women and men), supplemented by **Royal Decree 901/2020** (Equality Plans) and **Royal Decree 902/2020** (Equal Pay), the **Occupational Risk Prevention Act** and the **Collective Agreements** applicable to the metal sector at our plant locations.
- **Aeronautical Regulations:** Integration of the principles of Human Factors and Operational Safety required by the State Aviation Safety Agency (AESA) and EASA (European Union Aviation Safety Agency).
- **International Standards:** Adherence to the fundamental principles of the International Labour Organisation (ILO), Human Rights and the United Nations Sustainable Development Goals (SDGs).
- **Code of Ethics and Conduct:** Document that stipulates the principles and values that AEG has undertaken to comply with and establishes the framework for relations between people within the group, both internally and with its stakeholders.



3. Specific commitments by area

3.1 Respect for Human Rights

- AEG supports and respects the protection of internationally recognised human rights within its sphere of influence, ensuring that it does not engage in any conduct that violates human rights.
- It maintains an active stance against corruption in all its forms, including extortion and bribery.

3.2 Employment and working conditions

We are committed to ensuring a fair, safe and inclusive working environment:

- **Equality and Non-Discrimination:** Express prohibition of any form of discrimination in hiring, training, promotion or dismissal on the basis of age, sex, marital status, race, religion, disability, sexual orientation or any other personal or social condition. Equal opportunities are actively promoted.
- **Forced and Compulsory Labour:** Promoting the elimination of all forms of forced, compulsory and child labour.
- **Remuneration and Working Hours:** Guarantee of decent and fair wages, respecting the minimums established in applicable collective agreements, and rigorous control of working hours, overtime and breaks.
- **Freedom of association:** Respect for freedom of association and effective recognition of the right to collective bargaining.

3.3 Health and safety

Safety is a non-negotiable value

- **Operational Safety Policy:** At AEG, safety is our priority, which is why we have defined and approved a Safety Policy and Objectives.

We are committed to continuously developing, implementing, maintaining and improving our strategies and processes to achieve the highest level of operational safety



by complying with the requirements of national and international aviation authorities.

In this regard, the commitment of AEG's General Management lies in exercising leadership by encouraging the participation of the organisation's members in achieving the established objectives.

- **Occupational Health and Safety:** We address Occupational Health and Safety internally and are supported by external Prevention Services companies that assist us in areas such as: legal compliance, advice and expertise in occupational health and safety with a comprehensive approach and in Health Surveillance.

3.4 Technical competence and certification in standards

AEG has the following elements in terms of skills and certifications:

- **Technical Competence:** Ensuring that all personnel are duly qualified, trained and authorised, with European aircraft maintenance licences (LMA) certifying their knowledge and experience to perform and certify aircraft maintenance work.
- **Continuous Training:** Investment in technical training and other skills development programmes to promote professional growth and adaptation to new aeronautical technologies.
- **Certifications to the highest standards:** Guarantee of the main quality recognitions and standards such as ISO 9001, 9100, 9120 and 9110, PECAL/AQAP 2110. Member of ARSA (Aeronautical Repair Station Association) and EASA (Part 145 and 21J.346 certificates). The UK CAA in Maintenance Organisation, etc.

3.5 Supply chain

- **Due diligence:** Extending our social standards to our suppliers and subcontractors, prioritising those who demonstrate a clear commitment to labour law, ethics and good governance.



3.6 Respect for the Environment

- **Commitment to Environmental Management and Climate Change:** enabling us to identify, assess and understand the environmental impacts of our activities and the services we provide.
- **Support internal initiatives** among employees to promote greater environmental responsibility.
- **Promoting awareness and use of environmentally sustainable technologies,** choosing the least harmful ones, whenever economically viable, and complying with current legislation and regulations.

3.7 Fiscal and legal responsibility

- **Fiscal responsibility:** complying adequately with tax obligations, avoiding practices that involve non-compliance and tax evasion.
- **Prevention of illegal conduct:** complying with legal obligations and avoiding conduct that is contrary to current legislation and internal rules and policies or that could damage the assets, image or reputation of AEG.

4. Validity and updating

This Social Compliance Policy comes into force on 12/01/2026 following its approval by the *Chief Executive Officer* of **AEROSPACE ENGINEERING GROUP SL**

In Abanto Zierbana (Vizcaya) on 15 January 2026

Noél Aguilera Vazquez



Chief Executive Officer Aerospace Engineering Group Limited