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BEAZ, SAU

Integrated Policy

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BEAZ, a benchmark organization in Bizkaia for the creation of innovative companies and the promotion of innovation within the territory's business fabric, commits to providing excellent and sustainable services that generate economic and social value.

Management's objective is for the organization to be recognized by its stakeholders as a socially responsible company that respects the environment, is committed to equality between women and men, and is attentive both to the health of its staff and to the overall well-being of the society it serves. All of this is carried out in compliance with applicable legal and voluntary requirements, while maintaining a working system based on Continuous Improvement that enables us to achieve our objectives within a framework of Business Excellence.

For the performance of its activities and with the aim of driving the continuous improvement of its operations, BEAZ has a documented management system that meets the requirements of the following systems:

- Quality Management (UNE-EN ISO 9001:2015)
- Environmental Management (UNE-EN ISO 14001:2015)
- Accessible Website Management (UNE 301549:2022)
- Occupational Risk Prevention Management
- Gender Equality Management
- Compliance Management
- Cybersecurity Management
- Confidentiality and Personal Data Protection Management
- Management of the Protection and Exploitation of Results

Commitment to Quality

Our commitment to quality reflects BEAZ's determination to provide excellent services that generate trust and value for the people and organizations with which we collaborate.

We consider quality to be a strategic pillar that drives innovation, sustainability, and the economic and social development of Bizkaia.

This policy guides our decisions and provides a framework for establishing and reviewing quality objectives, ensuring their alignment with the organization's strategy and purpose.



We promote a culture based on responsibility, participation, continuous learning, and equal opportunities throughout the entire team.

We commit to the continuous improvement of the effectiveness of the quality management system, ensuring customer satisfaction and excellence in our processes.

Commitment to Innovation

Our commitment to innovation is focused on strengthening the innovative capacity of startups and SMEs in Bizkaia, generating results that drive their growth and competitiveness and contribute to the sustainable development of the territory.

- **Customer focus:** We center innovation on the needs and expectations of the companies we support, offering customized, flexible, and high-impact solutions.
- **Collaboration:** We promote public-private cooperation, facilitating partnerships among individuals and business, institutional, and academic entities to create an innovative and collaborative ecosystem.
- **Innovation culture:** We foster an environment that encourages creativity, initiative, and the exploration of new ideas, promoting active participation under conditions of equality and the sharing of knowledge.
- **Continuous improvement:** We continually assess the effectiveness of our actions, adapting strategies and services to ensure their relevance, efficiency, and value.

Commitment to the Environment

Our commitment to environmental protection is reflected in responsible and sustainable management, based on the following principles:

- Sustainable use of resources.
- Reduction and responsible management of waste, promoting reuse and recycling.
- Prevention and minimization of pollution resulting from our activities.
- Environmental awareness-raising initiatives aimed at our partner companies and collaborating entities.
- Implementation of the Erronka Garbia - Sustainable Event methodology developed by Ihobe, to recognize and promote practices that reduce the



environmental impact of events, involving both attendees and BEAZ's collaborating entities.

This policy is aligned with the company's culture and values and is communicated, understood, applied, and regularly reviewed within the organization.

Its implementation is a management objective and the responsibility of all BEAZ employees.

Approved by the General Management