

MANAGEMENT POLICY

NORDLOGWAY

PURPOSE

To be our clients' logistics **partner of reference**, enhancing their value chain through **operational excellence and sustainable growth**, in order to achieve the economic and social progress of the region.

COMMITMENTS

Nordlogway's commitments are **established as a benchmark for professional ethics and responsible decision-making**. These values form the foundation for the development of **Nordlogway's Management Policy**, which is structured around **twelve principles** that support its goal of profitable growth and reflect its commitment to the social and environmental context.

Victor Gastón Puyo
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01

We are **committed to technology and digitalisation**, ensuring information security through the implementation of an Information **Security Management System (ISMS)** certified in accordance with **ISO 27001:2022** and **Directive (EU) 2022/2555 (NIS 2)**, with the aim of strengthening stakeholder confidence.

02

We **promote the company's growth** based on triple sustainability: economic, social, and environmental.

03

We measure **customer satisfaction** by improving their supply chain flow, providing efficient and customized **solutions focused on reliability**, cost, and environmental impact.

04

We **promote responsible purchasing and contracting practices**, aligned with the company's environmental, social, and economic objectives.

05

We **reaffirm our commitment to the people** and communities with whom we engage, through job creation, collaboration agreements with social organizations in our region, and the creation of value for shareholders and society as a whole.

06

We **promote respect for diversity and equal opportunities**, regardless of race, gender, religion, or disability, and we uphold the protection of internationally recognized human rights.

07

We **foster the health and safety of all company members** by providing safe working conditions, eliminating hazards, and reducing risks to prevent injuries.

08

We **promote the training and professional development** of the people who are part of the company.

09

We work to **reduce the environmental impact** of our activities and **protect the environment** by advancing logistics solutions that help prevent air pollution, optimise energy consumption, reduce greenhouse gas (GHG) emissions, promote the use of renewable energy and minimise waste generation.

10

We **meet our clients' requirements**, ensuring compliance with agreed commitments as well as with applicable legal and regulatory standards, while fostering transparency and open, two-way communication.

11

We **manage our business ethically and responsibly**, through the establishment of a framework based on transparency. Nordlogway stands for anti-corruption practices and is firmly against bribery.

12

We **maintain an integrated quality and environmental management system** to ensure the continuous improvement of our services and work processes, based on objectives set and reviewed annually.