



Working Conditions Policy

At Brahm Precision Products Corporation Spain, S.A., we are committed to ensuring dignified, safe and respectful working conditions that foster the professional and personal development of all employees.

Our commitments are:

Legal compliance

We comply with the provisions of the Spanish Workers' Statute, the applicable collective bargaining agreement and all other current labour legislation.

Decent wages

We ensure that all wages are above the Spanish Interprofessional Minimum Wage (SMI) and the amounts established in the applicable collective bargaining agreement, thereby ensuring fair and transparent remuneration.

Occupational health and safety

We maintain a safe working environment in compliance with the Spanish Occupational Risk Prevention Act, providing appropriate personal protective equipment (PPE), training and preventive measures.

Work-life balance and equal opportunities

We promote measures to support work-life, personal and family balance, ensuring equal treatment and opportunities for women and men, and respect for diversity (age, gender, sexual orientation, disability, etc.).

Social dialogue

We foster communication and open dialogue with employees' legal representatives and with the entire workforce, actively participating in the improvement of working conditions.

Development and training

We are committed to continuous training and the development of professional skills as a key tool for the growth of both the company and each employee.



Respectful working environment

We do not tolerate any form of harassment, discrimination or disrespectful treatment.

Through this Policy, Brahm Precision reaffirms its commitment to dignified, safe and high-quality employment, aligned with the Sustainable Development Goals (SDGs) and with the expectations of customers, suppliers and society, and in accordance with:

- Spanish Workers' Statute (Royal Legislative Decree 2/2015)
- Applicable Collective Bargaining Agreement, 3rd Collective Bargaining Agreement 2023-2025
- Spanish Occupational Risk Prevention Act (Law 31/1995)
- Equality Plan
- United Nations Sustainable Development Goals (Decent Work and Economic Growth, SDG 8)

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José Manuel Moreno Casas