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## Corporate Social Responsibility Report 2023 >>

**Noxium**, global services in electronic engineering and information and communications technologies

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**Noxium**, as a technological entity, has as a hallmark of its CSR strategy the promotion of entrepreneurship along with innovation, the promulgation of new technologies and environmental protection.

Dear friends,

**Noxium** is a technology-based company, where innovation is a decisive and differentiating pillar in the company.

Since 2002, the year **Noxium** was born, the main objective of the company has been to build a business model based on the creation of value and commitment to our stakeholders: collaborators, customers, suppliers, society, public administrations,...

At a time like the present, the economic, social and environmental sustainability of companies is an unavoidable challenge. This context makes CSR of prime importance and basic importance for all companies.

Our CSR policy is based on two fundamental principles:

1. Alignment with the vision and values of our organization and,
2. Being able to develop communications solutions that help improve people's quality of life, as well as reduce the environmental impact of our products and services

We know that the road to sustainability is a long-term one, but it requires responsibility, initiatives and short-term objectives, and we are basing our efforts on these points now.

D. Antonio Corral.  
Noxium CEO

Our mission is to study, propose and implement global solutions based on information and communication technologies that cover the needs of exploitation, operation and optimized management of our customers' resources and means of production.

We want to be a benchmark in communication applications and solutions, to create sustainable wealth, and to be an organization of knowledge, high performance and added value that, through the use of emerging technologies, makes us a leader par excellence in an open and competitive market.

Throughout our history we have helped our customers in their challenges and opportunities, with customized solutions in each case, with an open collaboration aimed at obtaining the greatest utility of our products and final solutions.

Therefore, our corporate principles involve a clear orientation towards three key success factors:

- 1. Customers:** To put all available resources to achieve customer satisfaction and loyalty, whether internal (co-workers) or external.
- 2. Sustainability:** To obtain solid and sustained growth based on a management system of continuous improvement and business excellence.
- 3. Knowledge and innovation:** Creation of wealth through the generation of knowledge and innovation, achieving a commitment between R+D+i and technological development.

The company's values are the basis of our way of working.

The degree of bonding, commitment and participative spirit must be such that they favor a true identification of the workers with the values and vision of the company. This makes **Noxium** a different company, where the employee is committed to pursue three fundamental values:

- **Responsibility and professionalism.** Contribute to create a good working environment and encourage motivation and recognition. To use open and truthful communication. Contribute to maintaining the prestige of the company and not seek personal gain.
- **Efficiency and profitability.** Contribute to making customer service as efficient and profitable as possible. Propose those ideas that serve this purpose and always maintain professional rigor.
- **Corporate integration.** Actively share knowledge with colleagues and organizations with which **Noxium** shares its activity. Continuous improvement of the **Noxium** brand image.

To achieve our business purpose and objectives, **Noxium** bases the development and implementation of its strategy on three pillars, in order to ensure the business model and culture:

### **Business Strategy**

- Knowledge and innovation
- Wealth creation
- Adaptation to change
- Talent management
- Pursuit of business excellence. Continuous improvement.
- Internationalization

### **Commitment to our client/market**

- Develop knowledge close to society, markets and economies.
- Customer loyalty
- Proactive attitude
- Long-term relationship with our customers
- Clients/partners for R&D&I projects
- Vertical Solutions
- Technological partner of our client

### **Knowledge, development, innovation and technologies**

- Knowledge organization
- Technological strategy
- Innovation as a key differentiating factor
- IT solutions with high added value
- Value links and synergies

CSR at Noxium has an integrated approach that starts from our vision and values and is based on a sustainability strategy and policy.

This is the basis of the existing management systems and is oriented towards the stakeholders with whom Noxium interacts: employees, customers, partners and suppliers, society, etc, ...

**Noxium**, acts in a responsible manner towards its employees and society.

# Sustainability Policy

- **With our clients**

The customer is the core of our business and our purpose. Noxium's entire commercial strategy is developed with the greatest possible satisfaction for our customers in mind. Aspects such as innovation, quality, product safety, service and personalized attention are always present in any decision taken in relation to the customer. Our customers need a solid and reliable technological partner that offers them a competitive advantage, and that is our commitment.

- **With our collaborators**

Our human capital is one of the fundamental pieces of **Noxium**, as it is one of our main competitive advantages and a key factor for the permanent development of the company.

The high professionalism of our personnel and our corporate culture, based on teamwork, are focused on the common goal of customer satisfaction.

Noxium provides its employees with excellent opportunities for personal and professional growth in a sustainable business environment.

- **With our partners**

The relationship with our partners, suppliers and subcontractors is vital to our company.

**Noxium** has had, since its origins, the clear conviction that the satisfaction of our customers starts with a good choice of partner, an adequate selection of the partner that offers a constant relationship and collaboration, in a framework of mutual trust. Our partners and suppliers need a reliable and stable business environment that operates according to explicit ethical criteria. Therefore, **Noxium** is fully convinced of the need to integrate them into its value chain.

- **With society**

Ethics, responsibility and transparency are fundamental values for **Noxium**.

We know that, in order to increase our impact on society, we must leverage our competitive advantages and our ability to create value through our products and solutions, which help people grow and develop in all areas of activity. Our commitment is to achieve a balanced and prosperous society.



In **Noxium** we understand Quality as a process of continuous improvement in the pursuit of business excellence. Proof of this is that our Quality Management System (QMS) has been certified by SGS with the No. ES08/5716 evidencing its compliance with the UNE-EN ISO 9001:2008 standard.

This strong commitment to Quality, as a critical factor of business success, is reflected in our Quality Policy.

### Quality Policy

- ❑ The personnel acquires a total commitment to Quality, through a work carried out with absolute professionalism, which results in full customer satisfaction.
- ❑ Encourage the involvement and motivation of personnel, generating a work environment where the activity developed by all is recognized and valued, enabling internal promotion and professional development of the personnel that make up the organization.
- ❑ Allocation of the necessary resources to carry out the activities related to Quality and meet the requirements of our customers.
- ❑ Continuous improvement of the effectiveness and efficiency of the Quality Management System through the establishment of objectives and the implementation of improvement plans for their achievement.
- ❑ Obtain continuous feedback from our customers and employees for the continuous improvement of our processes.
- ❑ Guarantee the qualification, professionalism and seriousness of the people who belong or work on behalf of **Noxium**.

At **Noxium** we have always paid special attention to environmental protection and conservation. The design of products, services and solutions compatible with the environment are part of our daily work and are integrated in the value chain of the company.

**Noxium** does not generate a significant environmental impact due to the characteristics of its services and production processes. We try to optimize our environmental management systems so that they allow us to reduce the impact on the environment as much as possible. To this end, we minimize the consumption of raw materials, as well as the amount of waste and discharges in our offices and production centers. We make a great effort to ensure that all the components of our products are compatible with the environment, thus facilitating their recycling and/or reuse.

In accordance with this commitment, we are already working on the implementation of the **UNE-EN ISO 14001** environmental certification, the bases of which have been included in our Environmental Policy.

### **Environmental Policy**

- Provide the employees of our organization with the necessary training and information to ensure the protection of the environment in the workplace.
- Compliance with the legal and regulatory provisions in force and other requirements, which are applicable to the activities carried out.
- Prevention or minimization of harmful environmental repercussions.
- Correct and optimal management of natural resources.
- Reduction of the consumption of energy and natural resources, trying as far as possible to ensure that these resources are renewable.
- Commitment to continuous improvement in environmental performance.
- The protection of the environment and the conservation of energy resources are corporate objectives of absolute priority.

**Noxium** considers the safety and health of people to be one of its top priorities. In this context, safety is one of the company's Corporate Responsibility principles.

The global health and safety policy specifies this commitment and is understood as a strategic instrument, in which all Noxium employees participate, for the sustainability of the company itself, with the aim of achieving an activity with zero accidents.

To achieve this goal, the company is committed to:

### **Occupational Safety and Health (OSH) Policy**

- Identify, classify, evaluate and permanently update the jobs, the conditions in which they are carried out and the risks to the health of the workers who perform them.
- Assign responsible people at all levels for the implementation, follow-up and permanence in time of the OSH management system.
- Ensure the participation and consultation of workers in the OSH management system.
- Comply with relevant legal regulations on occupational safety and health and other requirements.
- Ensure the protection of the safety and health of all members of the company, prioritizing the prevention of work-related injuries and illnesses.
- To appropriately train and educate our personnel in occupational health and safety during their entry, job performance, change of functions and technology.



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