

CONEXIÓN  
TALENTO

| isa

Conectados  
con la vida



# Conectados con la vida

Conectados con la Vida is a priority for the organization. This program seeks to protect and keep employees safe, promote self-care, and the application of good prevention practices.

ISA and its companies, through the occupational health and safety culture model, promote compliance with accident rates; the consistent incorporation of habits according to OSH principles; and the consolidation of operational reliability, productivity, and the financial impact, with the involvement of the strategic, tactical, and operational levels.

This approach focuses on preventing accidents, injuries, and occupational illnesses, as well as promoting a safe and healthy work environment in compliance with local and international regulations, encouraging leadership, positive relationships that enhance trust and a favorable perception of self-care in operations.

Work plans and activities are prioritized according to prioritized risk factors and financial resources to provide coverage and achieve the proposed goals. Continuous improvement of the system is measured through participation and consultation of all workers, accountability of top management and action plans. The monthly monitoring of the indicators and the annual evaluation make it possible to establish measures to maintain the system in force.

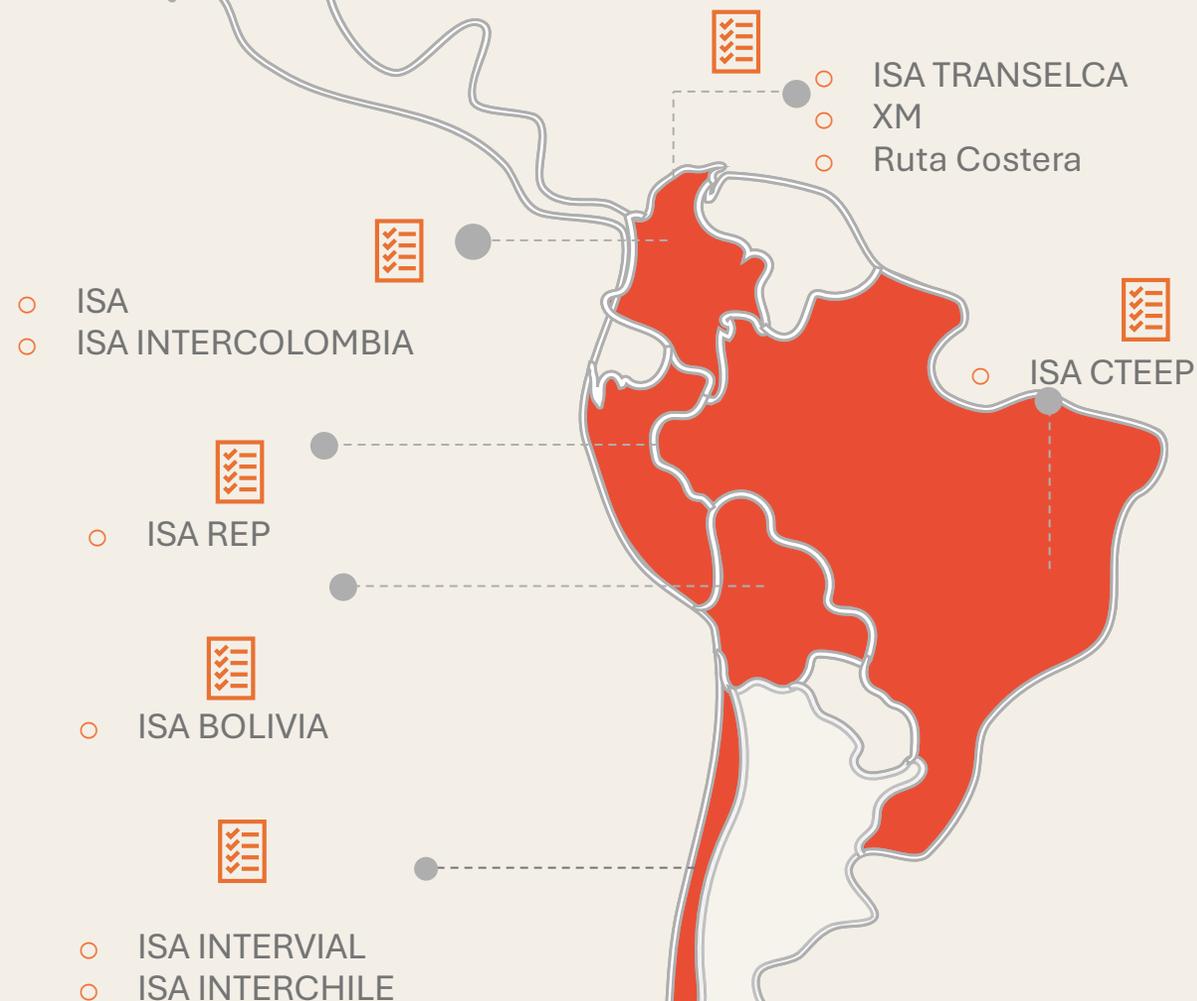
# OHS Policy

# OHS Management System



# Conectados con la vida

Consistent with the decision to apply international standards that contribute to raising its levels of competitiveness, **ISA and its companies have adopted these standards**, which allow them to comprehensively manage aspects of quality, **occupational safety and health (ISO45001)**, the environment, information security, asset management, road safety, gender equity and the management of greenhouse gas emissions



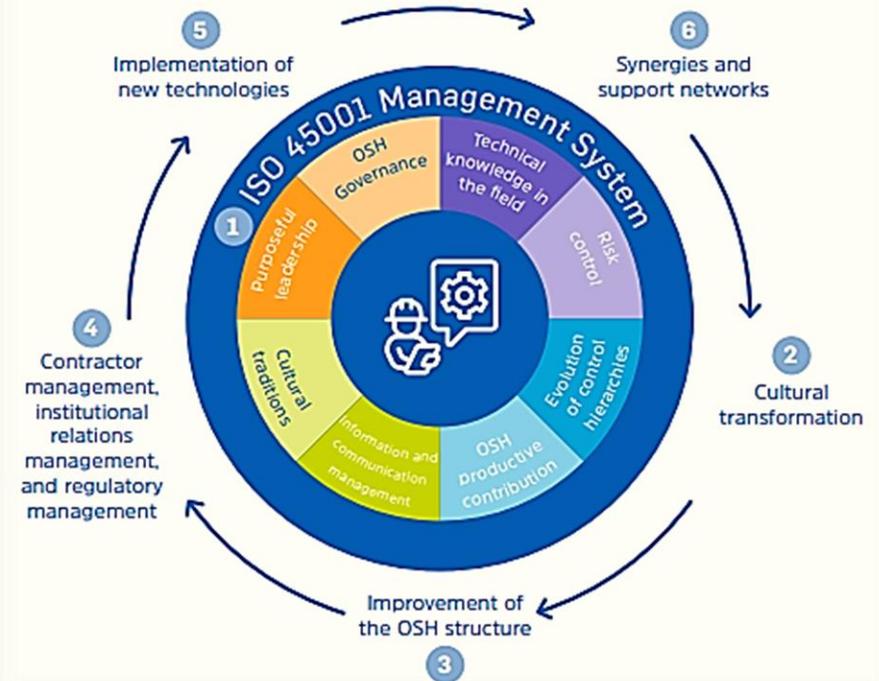
# Conectados con la vida

At ISA and its companies, the Occupational Safety and Health Management System is based on establishing policies, procedures, and practices aimed at protecting the health, safety, and well-being of employees and contractors in the workplace under the implementation of ISO 45001 standards, covering all businesses.

This approach focuses on preventing occupational accidents, injuries, and illnesses, as well as promoting a safe, healthy workplace in compliance with local and international regulations, encouraging leadership, positive relationships that enhance trust, and a favorable perception of self-care in operations.

Work plans and activities are prioritized according to prioritized risk factors and financial resources to provide coverage and reach the proposed goals. Continuous improvement of the system is measured through participation and consultation of employees, accountability of top management, and action plans. Strategic alignment and annual assessments allow measures to be established in order to maintain the continuous improvement of management systems

## Axes of the occupational safety and health strategy



# Conectados con la vida

## Employee participation

Commitment by ISA and its companies to promote a work environment in which employees participate and are informed and empowered about safety and health in the workplace:

- safety and health committees or teams (monthly meeting);
- periodic consultations and meetings to agree on process improvements, hazard identification, risk assessment, training and instruction needs, among others;
- availability of open, accessible communication channels;
- recognition of contributions to improving occupational safety

## Stakeholder Engagement and Participation Mechanisms

As part of our ongoing commitment to fostering a culture of health, safety, and well-being, ISA has implemented various mechanisms to gather feedback and promote active participation across the organization. These include surveys, team meetings, Occupational Health and Safety Week, the Health Committee, the Workplace Coexistence Committee, among others.

These channels not only facilitate open communication and continuous improvement but also ensure that employee voices are heard and considered in the development and implementation of occupational health and safety initiatives. This participatory approach strengthens our preventive culture and supports the alignment of our practices with international standards and stakeholder expectations.

# Conectados con la vida

El orden del día aprobado fue el siguiente:

9	<b>Informes comités de la Junta Directiva</b> Presentan presidentes de los comités. <ul style="list-style-type: none"><li>Informe del Comité de GSTI</li><li>Informe del Comité de Talento Organizacional</li><li>Informe del Comité de Negocios</li><li>Informe del Comité de Auditoría</li></ul>	Seguimiento	2:25-3:05	40 min.
10	Varios	Seguimiento	3:05-3:20	15 min.

Acta 911 - 24 de mayo de 2024

## 9.4 Informe del Comité de Talento Organizacional

Para la presentación del informe del Comité de Talento Organizacional, la Junta Directiva le solicitó a la Administración retirarse. Continuaron en la sala Carlos Humberto Delgado, secretario del comité, quien presentó el informe realizado el día anterior a la Junta Directiva, y Sonia Abuchar, secretaria de la Junta Directiva.

**9.4.1 Plan anual del Comité de Talento Organizacional:** la Administración presentó la propuesta del plan anual abril 2024 – marzo 2025, la cual contempló todas las funciones y sugerencias realizadas. El comité aprobó el plan presentado.

**9.4.2 Política de salud y seguridad en el trabajo:** este es un plan de acción que se encuentra alineado con el programa Conectados con la Vida de ISA y con el de Ecopetrol, que se denomina Primero la Vida. El plan cuenta con seis pilares, uno de ellos relacionado con la certificación de seis de once compañías en el sistema de gestión ISO 45001, entre octubre y noviembre del presente año. Como requisito para la certificación se encuentra la adopción de una política de seguridad y salud en el trabajo, la cual presentó la Administración; el comité manifestó su conformidad con el contenido y la aprobó.

Acta 911 - 24 de mayo de 2024

## 10. VARIOS

No se presentaron varios en la sesión de Junta Directiva.

En la plataforma de Atlas Governance se anexó el informe de transmisión de energía y el de vías.

Siendo las 4:00 p. m., se dio por terminada la sesión.

PRESIDENTE

CAMILO ZEA GÓMEZ

SECRETARIA

SONIA ABUCHAR ALEMÁN

## Board of Directors Meeting No. 911 – May 2024

During this session, the Board of Directors approved the Occupational Health and Safety Policy for ISA and its affiliates. This policy is aligned with the "Connected with Life" program and the ISO 45001 Occupational Health and Safety Management System.

The approval was justified by the need to strengthen the organization's commitment to a culture of prevention, well-being, and continuous improvement in workplace safety. Aligning the policy with international standards and internal strategic initiatives ensures a consistent and proactive approach to managing occupational risks, protecting both direct and indirect employees, and reinforcing ISA's leadership in responsible and sustainable business practices.

# Quantitative targets for improving OHS performance metrics



## We manage care for life

### TRIF

(Total Recordable Injury Frequency)



TRIF is **33,2%** lower than in 2023



**6 - 100%**  
Companies certified in ISO 45001  
management systems



**86,4%** Pioneering level  
**Highest level** of cultural  
transformation



**Health and safety favorability**

2022

94%

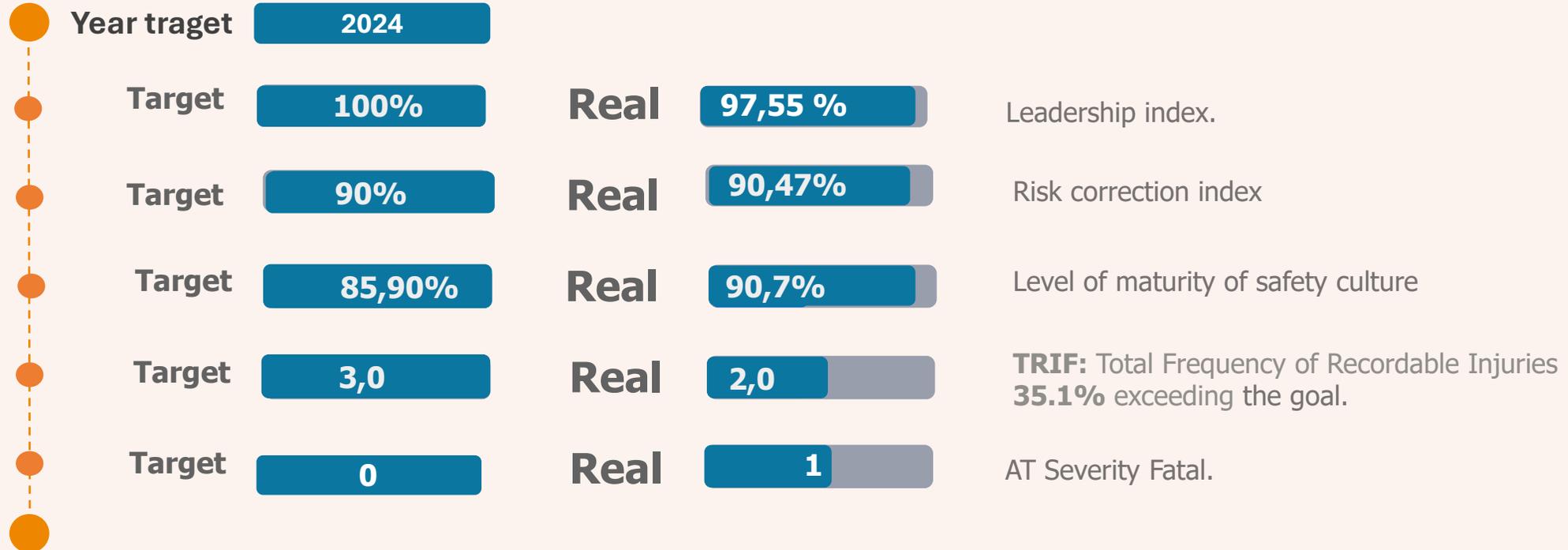
2023

93%

2024

93%

## Quantitative targets for improving OHS performance metrics

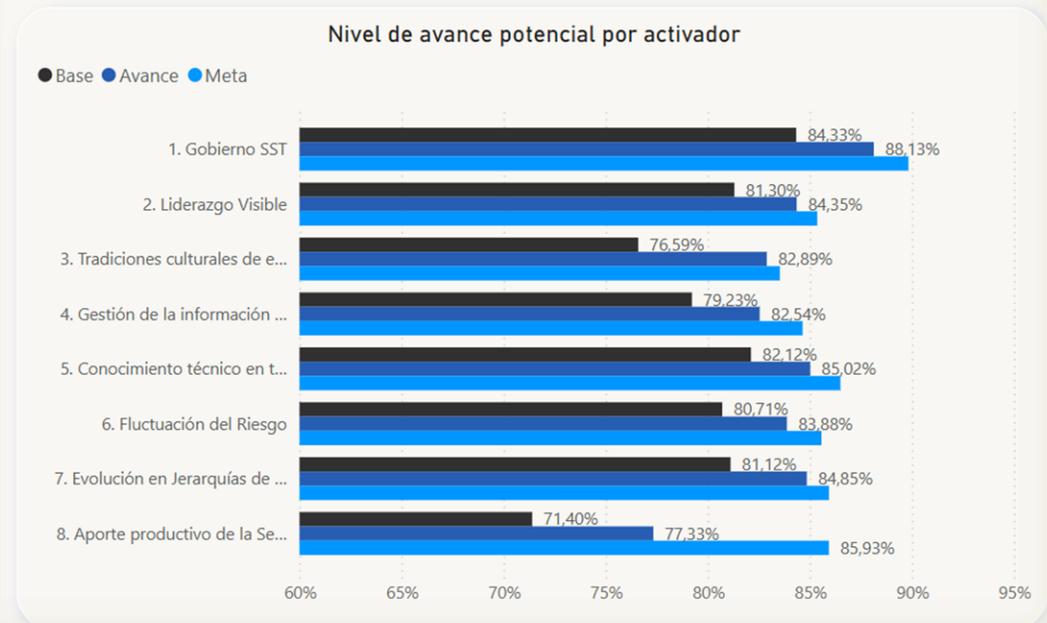
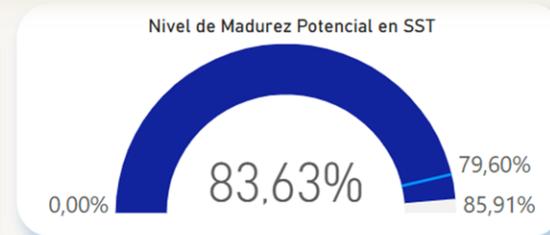


## Continually improve the performance of the OHS management system

This dashboard provides a comprehensive overview of the maturity and progress levels of the Occupational Health and Safety (OHS) management system across multiple companies.

It supports the principle of continual improvement by monitoring baseline performance, current progress, and future targets for key OHS drivers. These drivers include governance, visible leadership, organizational culture, information management, and risk variability. The dashboard serves as a strategic tool to guide decision-making and enhance the overall effectiveness of OHS initiatives.

EMPRESA	BASE 2024	AVANCE
TRANSELCA	80,11%	82,42%
RUTA COSTERA	75,81%	83,53%
REP	82,97%	84,68%
ISABO	84,09%	88,12%
INTERVIAL	77,33%	80,52%
INTERCOLOMBIA	88,16%	91,82%
INTERCHILE	75,24%	77,67%
INTEIA	77,17%	83,53%
CTEEP	75,51%	80,34%
<b>Total</b>	<b>79,60%</b>	<b>83,63%</b>



## Setting up prioritization and action plan

This dashboard illustrates the consolidated progress of the 2024 Occupational Health and Safety (OHS) project implementation across ISA and its affiliated companies.

It compares actual progress against expected milestones across key OHS enablers, supporting the prioritization process and the development of targeted action plans.



## Work Plan 2024 Cultural Transformation Process

Ver 2022

Ver 2023

Unidad de negocio

Todas

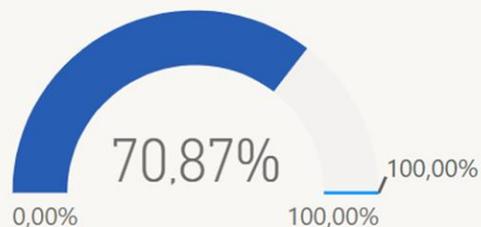
Estado

Todas

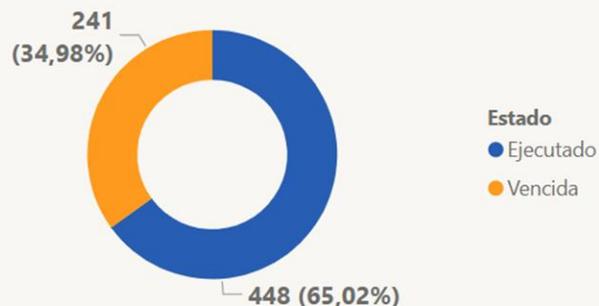
Empresa

Todas

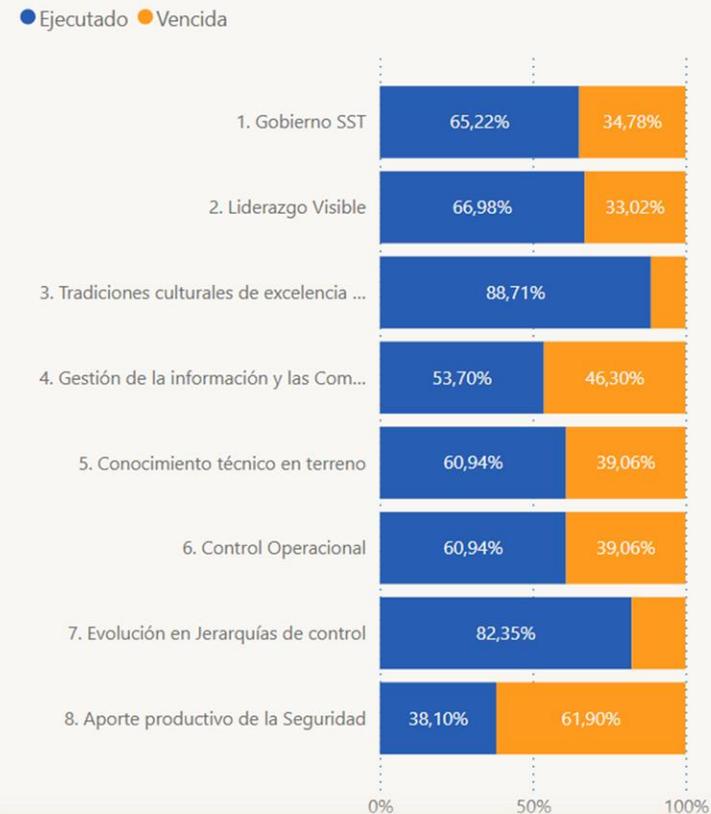
Avance plan de trabajo



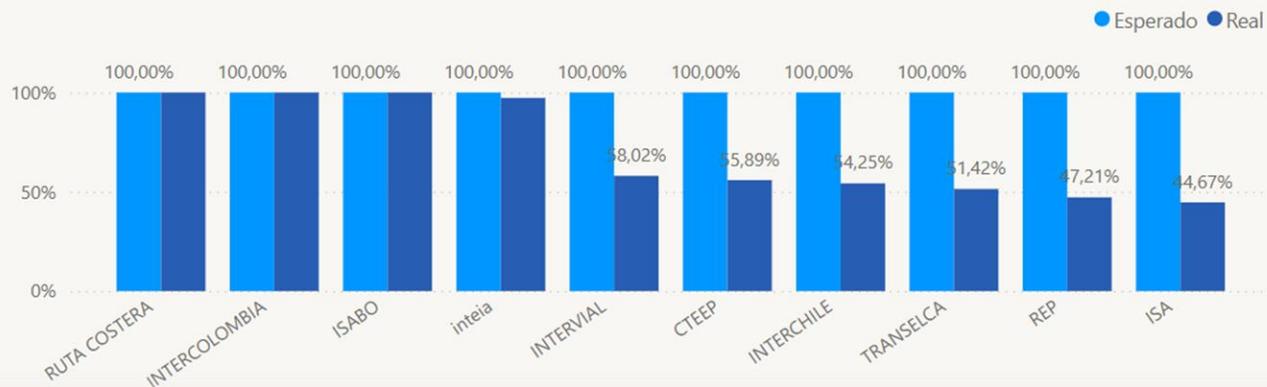
Estado general de actividades



Avance por activador en el plan de trabajo



Avance esperado plan de trabajo 2024 vs Avance real



## Monitoring targets and action plans

Ver 2022

Ver 2023

Empresa

Todas

Mes Inicio

Todas

Fecha de fin

Todas

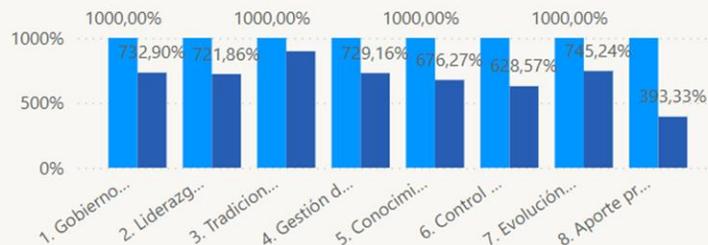
### Avance por activador

Estado ● Ejecutado ● Vencida

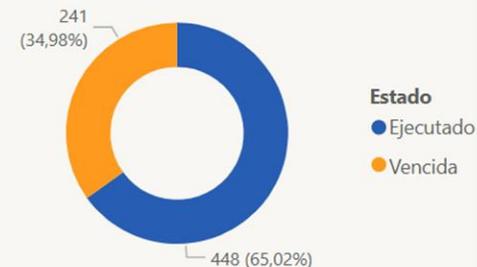


### Estado general por activador

● Esperado ● Real



### Estado general de las actividades



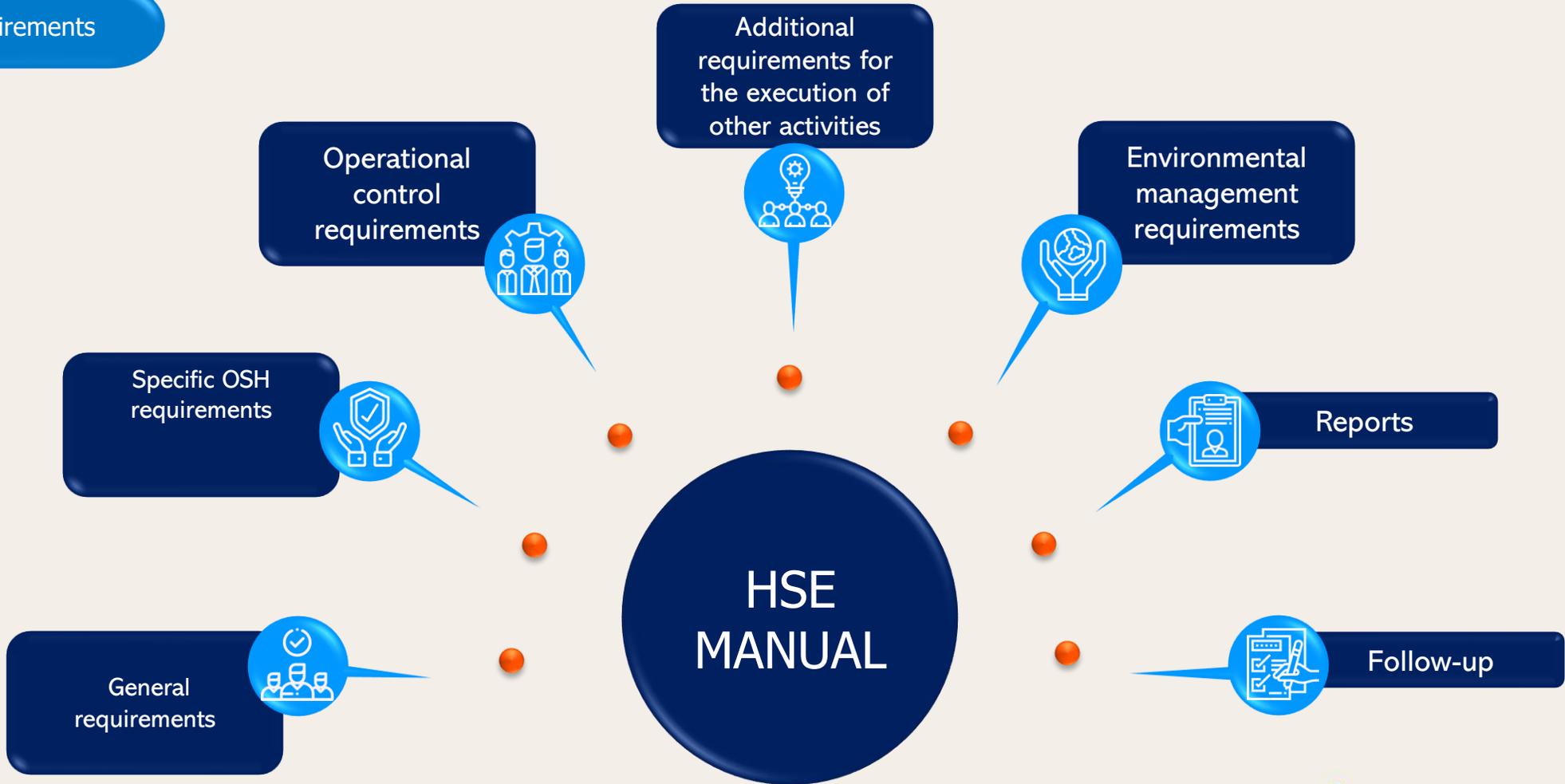
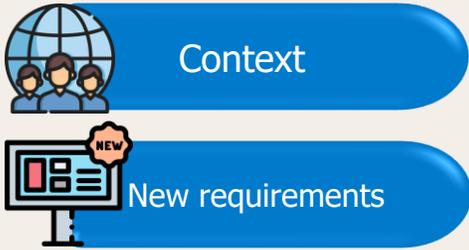
Nombre del activador	Esperado	Real	Estado	Cantidad	Avance	Avance Act	Fecha Inicio	Fecha Fin	
1. Gobierno SST	1000,00%	732,90%	Ejecutado	531	377,0	15875,68%	01/01/2024	05/01/2024	Acta de establecimient Inventariar comportam
2. Liderazgo Visible	1000,00%	721,86%	Ejecutado	809	584,5	8141,28%	01/01/2024	19/01/2024	APP segurança
3. Tradiciones culturales de excelencia en SST	1000,00%	897,62%	Ejecutado	117	94,0	5580,00%	01/01/2024	12/01/2024	Actas de reconocimien
4. Gestión de la información y las Comunicaciones	1000,00%	729,16%	Ejecutado	401	227,1	6517,79%	01/01/2024	12/01/2024	Acción de comunicació
5. Conocimiento técnico en terreno	1000,00%	676,27%	Ejecutado	173	114,5	4250,00%	01/01/2024	19/01/2024	Archivo PPT
6. Control Operacional	1000,00%	628,57%	Ejecutado	125	88,0	4000,00%	02/01/2024	05/01/2024	Acta de definicion de f
7. Evolución en Jerarquías de control	1000,00%	745,24%	Ejecutado	65	43,0	2800,00%	01/01/2024	05/01/2024	Archivo PPT
8. Aporte productivo de la Seguridad	1000,00%	393,33%	Ejecutado	49	19,5	850,00%	01/01/2024	05/01/2024	Documento/Matriz de

# HSE Manual

Instructions to address requirements regarding the following topics:

- **OSH**
- Environmental
- Social





# Integrated Management System (SIG)



# OSH procedures



Procedure in case of emergency.



Documented safety procedure for handling excavations.



Documented safety procedure for the prevention of electrical hazards.



Documented safety procedure for the prevention of hot work risks.



Documented safety procedure for the prevention of confined space hazards.



Safe working procedure for pile excavation, controlling exposure to mechanical, physical, and chemical hazards.

# OSH procedures



Procedure for evacuating or rescuing workers trapped in a pile.



Documented safety procedure for the safe handling of explosives, including storage and transport.



Safety procedure for the use of ropeways for assembling, laying lines, or transporting materials for operation.



Documented safety procedures that include the parameters, specifications, characteristics, and signaling of loads in vehicles transporting extra-heavy or over-sized loads in Colombia.

# For the start of field activities



# OSH Selection Criteria

## Result of the initial evaluation of minimum OSH standards

Date:

For a three month period. Signed by the legal representative and the person responsible for OSH or Labor Risk Administrator (ARL) certificate.

Include:

Annex with results

Deadline:

For uploading in PAR Services - January 31, 2019

Description:

Supplier uploads self-evaluation into the Sign Up (Registration) process

Results of the initial evaluation of minimum standards for Compliance with Resolution 1111 of 2017. Technical Annex.

Score (Law)

Critical (<60%)

Moderately acceptable (61% to 85%)

Acceptable (>85%)

Score (Intercolombia, Required)

≥80%

For consortiums or joint ventures, each of the member companies shall meet the selection criteria established by INTERCOLOMBIA.

# OSH Approval Criteria - Subcontractors

Subcontractors who will perform activities of the subject matter of the contract

Approval requirement: Result of the initial evaluation of minimum OSH standards  $\geq 80\%$

## Approval:

- **Projects:** GIS Analysts, through the technical administrator of the contract.

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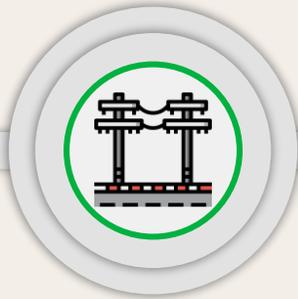
- **Other areas:** GIS Suppliers, through the technical administrator of the contract

# To whom it applies:

Contracts for:



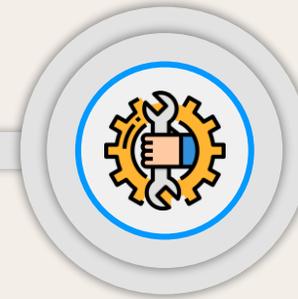
Maintenance of lines and substations



Assembly of substation equipment



Major civil infrastructure works for lines and substations



On-site maintenance



Electrical maintenance



When a contractor fails to comply with the SLA for two consecutive periods, the penalty clause or even the resolutive penalty clause may be applied.



SLAs are included in chapter 4 - Particular terms of the RFP document.

## General requirements

### Specific OSH requirements



Submit at the beginning and on an annual basis the result obtained by applying the score table with the minimum standards defined in the current legislation.

### Operational control requirements

### Additional requirements for the execution of other activities

Have OSH personnel for the design and execution of the OSHMS in accordance with the provisions of current legislation.

### Environmental management requirements



### Reports

### Follow-up

Before starting field activities, all contractor's personnel are required to have OSH induction that includes, at least:

- Induction on hazards, risks, OSH policies, regulations, and the Contractor's OSHMS.

Attend meetings, committees, briefings, and trainings organized by ISA or ISA INTERCOLOMBIA.



Accountability for OSH performance through safety committees, follow-up meetings, and reports to be submitted periodically.



Address requests for improvement, establishing and implementing action plans based on findings, inspections, follow-ups, legal non-compliance, audits, among others.

General requirements

Specific OSH requirements

Operational control requirements

Additional requirements for the execution of other activities

Environmental management requirements

Reports

Follow-up



# OHS criteria introduced in procurement and contractual requirements



## Work, integral social security, and OHS obligations

During the performance of the contract and during the contractual relationship, the Contractor and Subcontractors shall comply with and know all the legal and contractual obligations regarding Labor, Integral Social Security, Occupational Health and Safety, and Environmental Management, ensuring strict compliance with the Contractor Manual for OHS and Environmental Management, attached.

INTERCOLOMBIA reserves the right to visit the Contractor's facilities or offices to verify compliance with all the legal and contractual obligations regarding Labor, Integral Social Security, and Occupational Health and Safety. The Contractor or Subcontractor shall make available to INTERCOLOMBIA all the support documentation required to verify compliance with said obligations and is liable to ISA, INTERCOLOMBIA, and control and surveillance entities for the compliance thereof.

In addition, the Contractor undertakes to keep, for 20 years, the records that demonstrate compliance with requirements of the OSH system that covers the personnel who executed the activities under the contract. During this time, these records may be requested by the company so they shall be available and legible.

The company will be entitled to apply the Penalty Clause and even the Express Resolutive Condition stipulated in the Contract when the Contractor fails to fully comply with its legal and contractual obligations regarding Labor, Integral Social Security, and Occupational Health and Safety.

All the costs incurred to comply with the provisions of the HSE Manual shall be borne by the Contractor and therefore it is understood that they are included in its bid.

## Operational procedures to manage Occupational Health and Safety

Manage the handling, reporting, investigation, establishment of corrective and preventive actions, and communication of work-related accidents and incidents at ISA.

Establish the criteria for ISA's involvement in the investigation of serious and fatal accidents suffered by workers of contractor companies.



## Occupational accident investigation

All occupational incidents and accidents shall be investigated within fifteen (15) calendar days of the event.

Documents containing the results of the investigation of incidents or accidents shall contain all the variables and codes of the Occupational Accident Report established in Resolution 156 of 2005 or the regulation that replaces, modifies, or supplements it, in terms of information on the contributor, the injured worker, and data on the accident.

The methodology and format for investigating occupational incidents and accidents is that provided by the Occupational Risk Manager:

- Annex 1: Methodology for accident or incident investigation
- Annex 2: Accident or incident investigation form
- Annex 3: Instructions for completing the accident or incident investigation form

All occupational accidents and incidents must be subject to a complete and detailed causal analysis, using as a working tool the Cause-Effect Diagram or the Why-Because Analysis (WBA), with the purpose of identifying the basic or mediate causes and the immediate causes of the occupational accident or incident.

- ANNEX 4: CAUSAL ANALYSIS - CAUSE-EFFECT DIAGRAM
- ANNEX 5: WHY-BECAUSE CAUSAL ANALYSIS

When the occupational accident results in the death of the worker, the form provided by the Labor Risks Administrator to which ISA is affiliated at the time of the accident shall be used, as established in Article 4 of Decree 1530 of 1996, or the regulation that modifies, supplements, or substitutes it.

## Occupational accident investigation

The OSHMS Leader manages the investigation of occupational incidents and/or accidents, for which an investigative team composed of the following persons shall be convened:

- The OSHMS Leader.
- The direct supervisor or coordinator of the injured worker or of the area where the incident occurred.
- A representative of the OSH Joint Committee.
- Any person who can contribute to the investigation.
- A TECHNICAL SUPPORT representative

When the accident is considered serious or results in the death of the worker, a certified occupational health professional must take part in the investigation, as well as the Company personnel in charge of the design of standards, processes, and/or maintenance or experts in specific areas

The investigation report shall include the place, address, date(s) and time(s) of the investigation; names, positions, identification (ID card) and signatures of the investigators and the legal representative.

## Occupational accident investigation

In the event of a serious or fatal accident, the OSHMS Leader shall send a copy of the investigation thereof to the Occupational Risk Management Company within fifteen (15) calendar days following the event.

The physical investigation of occupational accidents shall be filed in the Occupational Accidents folder, and the physical investigation of the occupational incidents shall be filed in the Occupational Incidents folder, located in the work history file (TO) and in the ISA server.

When an ISA worker suffers a work-related accident or incident and, based on the causal analysis from investigating the work-related incident or accident, failure to comply with a process requirement is detected, it must be treated as a Nonconformity, thus proceeding as established in Institutional Guide 173 for the improvement of ISA's Quality Management System..

## Emergency Response Plan

### General Objective

To provide clear guidelines for organizing, training, resource allocation, and the establishment of structured technical and administrative procedures. These measures aim to ensure a rapid and effective response to emergency situations, safeguarding human life, natural resources, and corporate assets.

### Security committee



### Responsibilities of the Emergency Committee

Continuously update the Emergency Response Plan by incorporating key elements such as risk analysis, resource management, contact information for external support agencies, a telephone directory, staff training, task assignments, training records, and plan dissemination, among others. Additionally, the committee must be aware in advance of individuals with disabilities and their specific conditions to ensure appropriate support and response measures are in place.

### Scope

The Emergency Plan (EP) has been developed based on the updated characteristics and conditions of each facility, taking into account site-specific processes, regular occupants, and routine activities.

The EP outlines the actions to be taken in response to emergencies arising from risks identified through analysis and evaluation conducted by the Safety and Emergency Committee. It serves as a strategic framework that defines the organizational structure, response teams, coordination with external support groups, and the resources required for implementation. Additionally, it includes an operational component that provides specific response protocols for each identified threat.

This plan applies to all personnel working at company facilities and covers emergency situations that may occur during regular operations, projects, or non-routine events.

## Integration of actions to prepare for and respond to emergency situations

### Emergency Response Plan

The Emergency Response Plan (ERP) has been designed and developed based on the updated characteristics and conditions of each facility, taking into account site-specific processes, regular occupants, and routine activities.

The ERP outlines the actions to be taken in response to emergencies arising from risks identified through analysis and evaluation conducted by the Safety and Emergency Committee. This guide serves as a strategic framework that defines the organizational structure, formation of response teams, coordination with external support groups, and the resources required for effective implementation.

In addition, the ERP includes an operational component that details specific response protocols for each potential threat. The plan applies to all personnel working at company facilities and is intended for use during emergencies that may occur in the course of regular operations, projects, or non-routine events.

### Emergency Committee – Summary

An Emergency Committee has been established to strengthen the organization's preparedness and response capacity in critical situations. Its primary responsibility is the continuous updating of the Emergency Response Plan, incorporating key components such as risk analysis, resource management, coordination with external support agencies, an up-to-date emergency contact directory, staff training, clear task assignments, systematic training records, and effective plan communication.

Additionally, the committee must be informed in advance about individuals with disabilities and their specific needs to ensure inclusive and safe emergency response measures.

Evacuation routes and assembly points



## Integration of actions to prepare for and respond to emergency situations

### Emergency Brigade Training

A comprehensive training program was conducted for the Emergency Brigade to enhance their technical and operational capabilities in incident response. The training covered key topics such as the use of portable fire extinguishers, evacuation and patient transport, current regulations, and emergency management.

Additional modules included emergency and evacuation plan management, fire behavior, brigade safety protocols, coordination with the Fire Department, extinguishing methods and agents, standardized operating procedures, and a certified first aid course. The program concluded with a joint review alongside the client to adjust emergency training protocols.

Total training hours: 69 hours/year

### Emergency Matrix

An emergency matrix has been developed to systematically assess the severity of risks, considering their potential impact on both people and the environment. This tool classifies each identified risk, evaluates the effectiveness of existing controls, and determines the residual risk level, enabling the prioritization of preventive and response actions.

The matrix covers a wide range of emergency scenarios relevant to operations, including: earthquakes, windstorms, wildfires, insect swarm attacks, hydrocarbon spills, gas cylinder or pressure equipment explosions, food poisoning, traffic accidents, gas leaks (SF6, FM200, INERGEN), structural fires, facility intrusions or attacks, bomb threats, blockades, theft or vandalism, flash floods, tree falls, landslides, aircraft crashes, crossfire, physical assaults, flooding, and substation equipment explosions.

### Emergency Drill

At least once a year, emergency drills are conducted based on the risk scenarios associated with the asset's operations. These drills simulate a structural fire to assess the facility's operational and tactical response capabilities. The exercise tests established procedures, the coordination of the emergency brigade, and the integration of available resources in a critical situation. Following the drill, a report is prepared that includes observations, comments, and technical assessments from evaluators and observers who actively participate not only in the evaluation but also in the planning and execution of the exercise. This comprehensive input supports the continuous improvement of the emergency management system.



## Independent external verification of health, safety and well-being

**ICONEC** **icontec** **ISO 45001**

ICONEC Certifica que el Sistema de Gestión de la organización:  
ICONEC certifies that the Organization's Management System of  
**INTERCONEXIÓN ELÉCTRICA S.A. E.S.P. ISA E.S.P.**

Calle 12 Sur No. 18 - 548, Medellín, Antioquia, Colombia

ha sido auditado y aprobado con respecto a los requisitos especificados en:  
has been audited and approved based on the specified requirements of:

**ISO 45001:2018**

Este Certificado es aplicable al siguiente alcance:  
This certificate is applicable to the following scope:

Estudios y diseños de proyectos de infraestructura de energía eléctrica.  
Studies and designs of electric power infrastructure projects.

Esta aprobación está sujeta a que el sistema de gestión se mantenga de acuerdo con los requisitos especificados, lo cual será verificado por ICONEC.  
This approval is subject to the maintenance of the management system according to the specified requirements, which will be verified by ICONEC.

Certificado: ST-2001919

Fecha de Otorgamiento: 2024-12-30  
Fecha de Vencimiento del Ciclo Práximo: 2024-12-30  
Fecha de Inicio del ciclo actual de certificación: 2024-10-29  
Fecha de Vencimiento ciclo actual: 2024-10-29  
Fecha de Auditoría de Recertificación: 2024-10-30  
Fecha de Revisión: 2024-10-30

**Roberto Enrique Montoya Villa**  
Director Ejecutivo - CEO

**ONAC** **IAF**

Este certificado es propiedad de ICONEC, ubicado en Calle 2001919-18, Edificio Suroeste torre 4 piso 17 y 18, Medellín, Colombia.

ICONEC 17001-1:2015 IN CC-01

F-PS-003 Versión 02

**ICONEC** **Building trust together.**

### Certificate

ICONEC has issued an IQNet recognized certificate that the organization  
**INTERCONEXIÓN ELÉCTRICA S.A. E.S.P. ISA E.S.P.**

Calle 12 Sur No. 18 - 548, Medellín, Antioquia, Colombia

has implemented and maintains a  
**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**  
for the following scope:

Estudios y diseños de proyectos de infraestructura de energía eléctrica.  
Studies and designs of electric power infrastructure projects.

which fulfils the requirements of the following standard  
**ISO 45001:2018**

Issued on: 2024-12-30  
First issued on: 2024-12-30  
Expires on: 2024-12-29

Registration Number: CO - ST-2001919

**Alex Stoichitoku**  
President of IQNET

**Roberto Enrique Montoya Villa**  
CEO of ICONEC

**icontec**

This attestation is directly linked to the IQNET Member's original certificate and shall not be used as a stand-alone document.

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