

**VSN** is a company dedicated to the design, production, implementation and maintenance of software programs and systems for the broadcast and media industries.

Our company's policy is based on offering quality products that satisfy the needs of our customers. Thus, VSN's Management knows that it is essential to have a highly qualified and professionally efficient **human team**, which is why we invest in the **continuous training** of our staff. More than 40% of the workforce is dedicated to **research and development**, allowing VSN to be positioned at the forefront of the industry among its competitors.

VSN has defined and implemented the **UNE-EN ISO 9001: 2015** Quality Management Standard and the **UNE 166002: 2014** R&D Management Standard. Thus, we determine the following priorities at work:

- Full satisfaction of our customers' needs.
- Compliance with the requirements of the customers and other interested parties, as well as with the current legislation in all areas of application, making it accessible to all the company's staff.
- Determine and regularly analyze internal and external aspects that affect the ability to achieve the expected results.
- Increase the talent, competence and motivation of the company's employees, in order to create a multidisciplinary, cohesive, dynamic, flexible and highly qualified team, through the establishment of training programs that contribute to enriching the high level of qualification of the workforce.
- The participation of all staff and collaborators in aspects related to Quality and R&D.
- The promotion of continuous improvement in all areas, including our collaborators, providing a frame of reference to establish and review the goals.

- Ensuring that R&D projects meet the applicable requirements, specifications and instructions provided by the appropriate frame of reference.
- Controlling and reducing the technological and economic risks by creating strategic alliances and collaborations and obtaining public aid.
- Developing and maintaining a technological surveillance and monitoring effort, emphasizing developments with a high impact on the market.
- Understanding R&D as an objective to be fulfilled in a participatory manner by all levels and members of VSN.
- Ensuring through communications to all personnel that the Policy is understood.

VSN's Management team assumes the **responsibility** for having the necessary resources to carry out the aforementioned activities and expects that the company's employees, whatever their role and job position, share this **commitment** as well, complying with the guidelines given throughout the **Integrated Management System**. The **continuous improvement** of this System will be carried out by the Management through the review of the results obtained.



Jordi Utiel - CEO

Terrassa, 14th of June of 2018