

This is a translation of the certificate ES23/0000005

The management system of

GRUPO NEW TANDEM (NEW TANDEM ETT, S.A. (NEW TANDEM ETT) / NEW TANDEM SERVICIOS INTEGRALES, S.L. (NEW TANDEM SIM)

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has been assessed and certified as meeting the requirements of

ISO 14001:2015

For the following activities

New Tandem ETT: Integral Services of Recruitment and Temporary Work.

New Tandem SIM: Recruitment and Integral Human Resources Consultancy. Labor Assessment and Employer of Record (EOR).

This certificate is valid from 4 January 2023 until 4 January 2026 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified with SGS since 4 January 2023.

Authorised by

SGS International Certification Services Iberica, S.A.U.

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