

## **POLICY OF THE INTEGRATED MANAGEMENT SYSTEM OF QUALITY, SAFETY (MAJOR HAZARDS PREVENTION), HEALTH AND ENVIRONMENTAL PROTECTION AND FOOD SAFETY (FOOD AND FEED) OF QUIMIDROGA S.A. AND QUIMIDROGA PORTUGAL LDA**

The Senior Management of:

- QUIMIDROGA, S.A., dedicated to:

*The marketing and distribution of chemicals; thermoplastics, other polymers and auxiliary products; additives and ingredients for Fine Chemical Industry (Food, Feed, Pharmacy, Cosmetics); and to*

*The distribution of additives, premixtures and functional ingredients for Feed Industry. Packaging and bulk loading / unloading of additives and functional ingredients for Feed Industry. Production (including packaging and bulk loading / unloading) of premixtures for Feed Industry. Production (including packaging and bulk loading / unloading) of complementary feed.*

- QUIMIDROGA PORTUGAL, LDA, dedicated to:

*The marketing of chemicals.*

has established in strategic terms a Policy intended to maintain a high standard of Quality, Safety, Health and Environmental Protection, and Food Safety, considering context and commitment to continuous improvement.

That is why the organization is based on an Integrated Management System of Quality, Safety, Health and Environmental Protection, and Food Safety fitted with the necessary control and improving instruments together with the participation of all the company's staff offering to clients and stakeholders, compliant products and services considering their requirements and needs, and respecting environment, considering the prevention of pollution and safe work.

In order to comply with this Policy, the Senior Management is committed to:

- Identify and assess the fulfillment of the legal requirements and other requirements to which Quimidroga subscribes, given by the context and the needs and expectations of clients and stakeholders that combined together provide the reference framework for determining specific targets of the Integrated Management System.
- Prevent pollution in addition to other specific commitments such as using sustainably the resources, reducing waste production by ensuring its proper management, the climate change mitigation and adaptation.

- Implement, develop and enhance a Hazard Analysis and Critical Control Points System (HACCP) based on preventing pollution and guaranteeing the quality and safety of the delivered products for feed and food.
- Promote cooperation and mutual respect for employees and suppliers, in order to reach all the established objectives, continuously and constantly protecting the safety and health of its employees and of the community avoiding Major Industrial Accidents, and seeing to it that all its contractors and subcontractors apply policies similar to those of Quimidroga's group.
- Ensure that alcohol and drug consumption, or being under their influence, is prohibited during workday. Watching over the strict fulfillment of the current labour law to avoid the alcoholism and drug addictions with the purpose of protecting the right to health, safety and physical integrity of workers.
- Advise clients as regards to operations of handling, use, transport and treatment of the products and their waste, and inform stakeholders about the risks of products and facilities concerning health, safety and environmental aspects and the necessary protective measures.
- Determine the necessary competence of all the employees to adequately carry out their functions based on their appropriate education, training and experience.
- Adopt and apply procedures addressed to operation in safe conditions and correct workplace maintenance, ensuring the execution of inspection programs and a rigorous discipline in operations.
- Review and maintain a fully operational Auto-Protection Plan in order to warrant protection to persons, goods and environment. By means of this document, resources and means are appointed for intervention in case of emergency.
- Ensure that all the employees, at all levels, know, understand and apply this Policy, and that it is available to stakeholders.
- Permanently control the application of the Policy providing the resources and the necessary structure to achieve the objectives of the Integrated Management System warranting the proper treatment and communication of non-conformances.

Senior Management Quimidroga, S.A. and Quimidroga Portugal, LDA

**VICENTE MUÑOZ**

**Chief Executive Officer (CEO) / General Manager**