

**POLICY OF QUIMIDROGA S.A., AND QUIMIDROGA PORTUGAL LDA,
OF THE INTEGRATED MANAGEMENT SYSTEM FOR QUALITY,
ENVIRONMENT, HEALTH AND SAFETY AT WORK, PREVENTION OF
SERIOUS ACCIDENTS, FOOD (HUMAN AND ANIMAL) AND PHARMA
INNOCUOUSNESS**

The Top Management of:

- QUIMIDROGA, S.A., dedicated to:

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

- QUIMIDROGA PORTUGAL, LDA, dedicated to:

The marketing of chemicals.

Has strategically established a Policy based on ensuring high standards of Quality, Environment, Health and Safety at Work, Prevention of Serious Accidents, and Food and Pharmaceutical Innocuousness; considering its context and commitment to continuous improvement.

For this reason, the organisation is based on an Integrated Management System which, equipped with the necessary control and improvement instruments, together with the participation of all the company's personnel, offers clients and stakeholders products and services in accordance with their requirements and needs, respecting the environment, considering the prevention of pollution and working in a safe and healthy way.

In order to comply with this Policy, the Top 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.
- Promote sustainable sourcing and ensure the sustainability of Quimidroga's products and activities throughout the Chain of Custody.
- Implement, develop and improve a Hazard Analysis and Critical Control Point (HACCP) system based on preventing contamination and guaranteeing the quality and safety of the products supplied for human and animal food, and the pharmaceutical industry (active ingredients and excipients), acquiring the commitment to promote the culture of food and pharmaceutical innocuousness in Quimidroga.
- Keep facilities secure and maintain activities focused on meeting the specifications and requirements of stakeholders, as well as take the necessary actions to prevent any type of fraud and to deal with any type of sabotage.

- Foster cooperation and mutual respect with employees and suppliers, in order to achieve all the objectives set, constantly and continuously protecting the health and safety of its employees and the community, avoiding Serious Industrial Accidents, and ensuring that its contractors and outsourcers apply rules similar to those of the Quimidroga group.
- Consult and involve workers and, where applicable, their representatives, in matters relating to occupational health and safety.
- Provide safe and healthy working conditions for the prevention of work-related injuries and health impairment by eliminating hazards and reducing risks.
- Ensure that alcohol and drug use or being under their influence is prohibited during working hours. Strict compliance with current labour regulations to prevent alcoholism and drug addiction in order to safeguard the right to health, safety and physical integrity of workers.
- Inform clients about the handling, use, transport and treatment of waste from its products, and to inform stakeholders about the risks of its products and facilities related to health, safety and environmental aspects, and about the necessary protective measures.
- Determine the necessary competence of all personnel to adequately perform their functions, based on their appropriate education, training and experience.
- Adopt and apply procedures aimed at the safe operation and correct maintenance of the facilities, ensuring the execution of inspection programmes and rigorous discipline in the execution of operations.
- Review and maintain a fully operational Self-Protection Plan with the aim of guaranteeing the protection of people, goods and the environment. This document allocates means and resources for intervention in the event of an emergency.
- Inform all employees at all levels of the policy so that it is known, understood and applied, and is available to stakeholders.
- Permanently monitor the application of the policy, providing the necessary resources and structure to achieve the objectives of the Integrated Management System, guaranteeing the appropriate treatment and communication of non-conformities.

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

VICENTE MUÑOZ

Chief Executive Officer (CEO) / General Manager