

OXIRIS CHEMICALS, S.A. POLICY: Safety and Environmental protection, Quality and Food Safety

Oxiris Chemicals S.A. a company committed to chemistry and focused on industrial applications, conducts its activities to ensure that its products improve the quality of life and are manufactured and distributed in a safe and environmentally friendly manner. We dedicate our efforts to achieve sustainable development, in which safety, health, environmental protection, quality and safety Food essential to develop and increase the value of the company and the long-term assurance of a better life.

Oxiris Chemicals S.A. has adopted the internationally recognized management systems ISO 45001, ISO 14001, ISO 9001 and FAMI-QS for the protection of safety and health, environment, quality and Food Safety.

This policy is the responsibility of the Oxiris Chemicals S.A. management, and distributed and promoted throughout the organization through the line of management to all managers, managers, technicians and shift heads in conjunction with the HR Policy

Our Responsibility...

- As an industry affected by the regulation of Serious Accidents (AAGG, RD 840/2015), Oxiris Chemicals S.A. Meets all requirements required to prevent and limit any potentially serious incidents. In order to do this, we integrate the AAGG scenarios in the training of the workers and the safeguards in the work instructions, we have specific procedures to adapt the modifications, we perform general and partial simulations of AAGG hypotheses, as well as a five-year assessment through the safety report and the execution of a Quantitative Risk Analysis (ACR). All of this is covered by our Integrated Management System and Self-Protection Plan (PAU), together with annual external audits of the safety opinion and the definition of critical tasks and associated critical equipment, to guarantee a safe running of the facility.
- All employees are responsible for ensuring continuous improvement in the industrial and occupational safety, health, environmental protection, quality and food safety, as a fundamental duty.
- We increase our knowledge of industrial and occupational safety, health, environmental protection, quality and food safety through information and continuous training, and we encourage employees to act on their own initiative. Commitment to safety, to remove hazards and reduce Safety and Health risks, environmental protection and quality and its results play an important role in determining our compensation.
- All employees are committed to the preventive culture in matters of safety, health, environmental protection, quality and food safety. The supervision gives way to the commitment of all, existing a Decalogue of Zero Tolerance in the face of attitudes that may go against this Policy or impose a grievance for all its members.
- Compliance with legal requirements and standards is part of our task. Ethics, voluntary commitment and internal standards can go beyond more legal requirements, acting preventively to avoid to health, providing safe and healthy working conditions for the

prevention of injuries and deterioration of health, damage to the facility, to the product, the environment and the reputation that come from our operations.

- In order to guarantee the satisfaction of our customers, colleagues and neighbours are committed to quality in all our activities. Quality means for us the fulfilment of the requirements of our clients, to be useful to our collaborators, and to ensure the long-term future of the company and the jobs.
- We support and promote the health, well-being and abilities of our employees and dedicate our efforts to combating alcohol abuse and drug abuse. We carry out campaigns of Prevention of the Security, Health and Environment.
- In order to ensure the protection of the fundamental human rights, including the basic principles of gender equality, we are committed to preventing harassment at work and sexual harassment, for reasons of gender and sexist attitudes, by allocating the human and material resources necessary to prevent and deal with the consequences of such conduct.
- We are committed to the goals of sustainable development.
- Conscious of the use as an additive to feed some of our products, we ensure food safety, incorporating HACCP based preventive systems, that include prevention against fraud and adulteration.
- Conscious of the use as excipient for pharmaceutical products of some of our products, we ensure the quality required for them according to pharmacopoeias.

Beyond production

- In the development and research of new products we take care of the aspects of industrial and occupational safety and health, protection of the environment, as well as meeting the requirements of our customers and the demands of the market.
- We care that resources are used efficiently.
- We measure the degree of satisfaction of our customers.

- The quality, safety, health and environmental aspects of the products and processes used are key criteria when selecting suppliers. We ask our suppliers of products and services to follow the same standards of safety and health with which we are committed.
- By continuously improving our production processes, we reduce the environmental impact of our operations. When it is economically viable we use the best available technique and make efforts to operate in closed cycles.
- In the way we conduct our operations, we seek a continuous reduction of the risks associated with transportation, handling, storage, use and disposal of our products.
- We are constantly improving our knowledge of the potential impact of our products. If it is necessary for reasons of safety, health or environmental, we restrict the commercialization or we interrupt the production.

... in order to include safety and environmental protection

- We strive to ensure that the products of Oxiris Chemicals, S.A. Are produced and used in a safe and environmentally friendly way and can be recycled, recovered or disposed of in an environmentally friendly way after use.
- We provide information and support to our employees and customers to use our products safely and environmentally, with a focus on preventing the acute and chronic effects of the chemicals we use. Through product protection we ensure that both the MMPP that we purchase and the manufacture of our substances and mixtures, as well as the marketing and use of our products to the end of their useful life are suitable to their application. We evaluate, report and record the risks both in terms of safety for people and the environment, facilitating and requesting the necessary information in the supply chain in order to take the necessary preventive measures to eliminate the risk.

- When operating our production units, the basic objectives of protecting the health and safety of our employees, employees, neighbours and the environment. We participate in the creation and observation of safe work practices.
- We seek to improve the image of the company as well as maintaining order and cleanliness.
- Through comprehensive testing and environmental, industrial and occupational safety, health and quality protection policies, we reduce the possibility that an incident may affect the plant or the environment. To minimize the potential impact of incidents, property damage, fires, explosions, etc. Which may occur, we carry out training, annual drills, we have an updated emergency plan and immediate response procedures.
- We strive to ensure that emissions of volatile organic compounds comply with current legislation, using the best available technique when economically viable.
- We are committed to the food safety of our food additives, for this we guarantee compliance with legal requirements in food safety and manufacture them in a controlled manner and based on systematic procedures.

...and dialogue

- We encourage dialogue with employees, collaborators, authorities, the local community and the general public. The Management of Oxiris has a firm commitment to the consultation and participation of workers in matters related to Health and Safety (and/or their representatives).
- We inform our employees and external stakeholders with frankness and objectivity about our achievements and problems.
- We cooperate openly with the authorities with mutual trust.
- Oxiris makes available to the interested public the experience of its employees and professional vision in order to solve problems in the areas of protection of the environment, safety and health.

This policy of safety, health, environmental protection and quality of Oxiris Chemicals S.A. Is reviewed and developed annually, is communicated to all persons working for or on behalf of the organization and is Public readiness.

WORKING WITH SAFETY, PROTECTING HEALTH, PROMOTING ENVIRONMENTAL PROTECTION AND ENSURING QUALITY AND FOOD SAFETY IS THE TASK OF ALL



General Manager
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