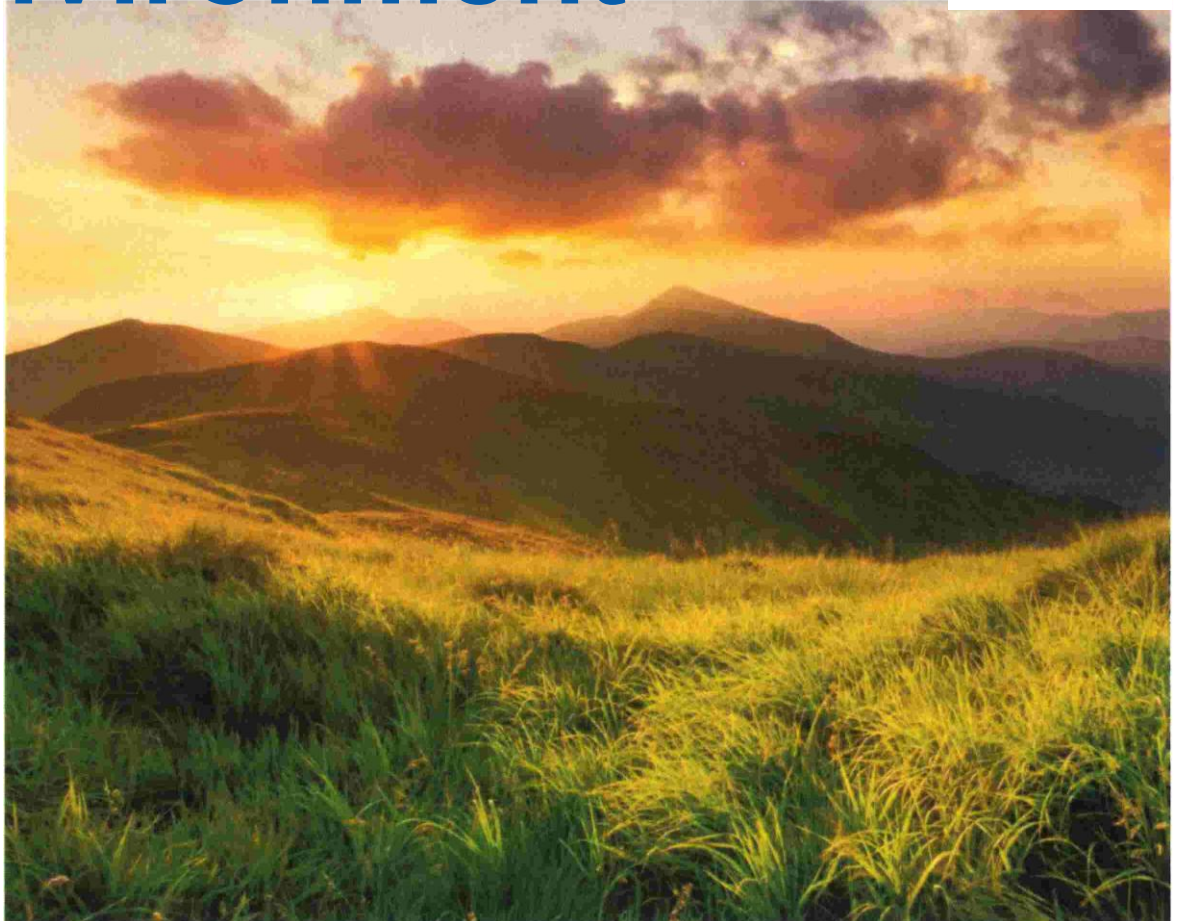


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Management Policy: Quality, Occupational Safety, and the Environment



We are a Group dedicated to the development and production of fragrances and aromas, with a distinctly international character; as such, our organisation operates in turbulent geopolitical environments and amid macroeconomic challenges. In this context, clients are raising the bar in terms of the services they require.

Health and Safety at Work, as well as environmental protection, are fundamental values that extend to all the Group's operations and personnel.

The management of the IBERCHEM Group has translated these principles into the formulation of its Quality, Health and Safety, and Environmental Policy, defining a management system to ensure its implementation.

The Quality, Health and Safety and Environmental Policy formulated by IBERCHEM's management is underpinned by a measurable, reviewed and updated Management System that enables the following objectives to be achieved:

- To promote 'Risk-Based Thinking' by identifying risks at all levels of our organisation. This proactive approach translates into an opportunity for the continuous improvement of the organisation's performance in terms of quality, the environment and occupational health and safety, viewing the Management System as a preventive tool through the implementation of actions aimed at avoiding potential incidents arising from the identified risks.
- To eliminate hazards and reduce risks to health and safety at work.
- To identify the key stakeholders who interact with our organisation, as well as their needs and expectations.
- To engage employees in delivering work of the highest quality by providing them with safe and healthy working conditions to prevent injuries and ill health.
- Our efforts must be directed towards changing our processes and our supply chain, as far as possible, in order to improve our environmental performance.
- To encourage consultation and participation amongst employees and their representatives on matters of health and safety at work, quality and the environment: the collaboration and active participation of everyone must form a fundamental part of our organisation.
- To promote the reporting of non-conformities and suggestions for improvement, so that, together, we can achieve an increasingly safe, healthy and environmentally responsible workplace.
- To be sufficiently prepared and fully committed to adapting to change, which is vital for our organisation to respond to the changing needs of our environment.
- To ensure that our efforts are directed towards offering our customers and subsidiaries products of the highest quality and the most attentive service.
- Production processes must respect minorities: The manufacture of products in accordance with Halal/Kosher requirements in order to meet our customers' needs. Applicable Halal standard(s) or regulation(s):
 - Regulations on the Use of the Islamic Council's Halal Guarantee Mark Rv04 – 2013
 - UAE.GSO 2055-4:2021 Halal Products – Part 4: Requirements for Halal Cosmetics and Personal Care
 - SNI 99001:2016 Halal Management System
 - SNI 99004:2021 General Requirements for Halal Food

The basic principles governing our operations are:

- Compliance with applicable legal requirements regarding Occupational Health and Safety, the Environment and Product Safety.
- Protection of the Environment and Prevention of Environmental Pollution.
- Compliance with our Code of Ethics.
- Identification of risks and opportunities within our processes.
- Continuous improvement of our processes as a fundamental pillar of success.



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