

Quality, safety and health, environmental and CSR policy

The management of **CRODA IBERICA SAU - Mevisa Site**, an organization dedicated to the preparation, packaging and distribution of chemical products, presents its declaration of principles and its commitment to the Integrated Management System based on the **ISO 9001** standard to improve the service that it provides to its customers, based on norm of **ISO 14001, EMAS and ISO 50001** to improve performance and efficiency with the environment, and based on the **ISO 45001** Norm to improve the safety and health of people in their activity, standards which apply to their facilities: C-35 KM.72, 08495 Fogars de la Selva, Barcelona.

In addition, it defines the commitment of **CRODA IBERICA SAU - Mevisa Site** in terms of **Ethical Management and Social Responsibility**, defined by a dignified and equitable treatment of people and action based on a deep respect for human rights. The Management commits to respecting the principles and ethical values in each and every one of the decisions it has to make in the management of its activity. It will look after the interests of the people linked to the company. The management's basic and fundamental objective is to make decisions and act by always prioritizing the "responsibility, integrity and respect" factor.

The Management at **CRODA IBERICA SAU - Mevisa Site** approaches this integrated management system as a way of organizing the operation of the organization based on the basic pillars such as the quality of its services, customer satisfaction and the continuous improvement of the effectiveness of the system. Also as a way to manage environmental aspects, emergencies, risks and compliance with applicable legal requirements. For this reason, the Integrated Management System is based on the following action commitments by the company's Senior Management:

Consider the concept of **Total Quality** as the only factor of the effective management on which depends the development and progress of the business activity, including GMP's for excipients and cosmetic ingredients.

Ensure **strict compliance** with the provisions of the Management System:

In terms of quality according to the ISO 9001 norm, the EXCiPACT standards regarding GMP's and GDP's for pharmaceutical excipients, EffCI GMP's for cosmetic ingredients, ICH Q7 regarding GMP's for titanium dioxide active principles, the "Specifications for cosmetic product industries" for Halal certification and the requirements for Kosher certification.

In matters of environment and energy management, complying with the applicable legislation and regulations, as well as with other requirements that our company subscribes to related to environmental aspects or other detected requirements.

In terms of health and safety, complying with the applicable legislation and regulations, as well as with other requirements that our company subscribes to related to occupational safety and with RD 840/2015 on serious accidents as well as the application of prevention and control techniques of risks inherent in industrial activity. In all cases follow the

Company's standards (Progress Commitment), legal regulations and regulatory requirements to properly manage each of the systems that make up the integrated management system.

Develop a **training and skills plan** for employees with the aim of generating a highly qualified group capable of successfully meeting the specific objectives of their work area.

Establish and regularly review both quality, environmental and occupational safety **objectives** as well as environmental goals so that they are in accordance with the commitments assumed in this declaration.

Promote good **internal communication**, ensure that all employees know the organization's objectives and ensure that they feel committed to their achievement. Encourage the consultation and participation of workers and workers' representatives in matters of health and safety.

Promote a **work culture** in which all employees of Croda Ibérica SA – Mevisa Site share the Management's firm commitment to preserve the environment and progress towards energy efficiency and responsible consumption and are responsible for their own safety and that of all their colleagues.

Promote a **culture of continuous improvement** that allows the company to fulfil the commitments it has with the main interest groups. Promote continuous improvement to reduce energy consumption and the generation of waste, dumping and emissions. Furthermore to foster a sustainable and responsible consumption of energy and natural resources in addition to encouraging mitigation and adaptation to climate change and the protection of biodiversity and ecosystems. Consolidate the culture of continuous improvement by promoting and applying the best preventive practices to eliminate, or reduce as much as possible, the risk of accidents.

Consider the **Environment and Energy** as essential assets for society: assume responsibility inherent in the management of industrial activities and establish annual objectives that allow to ensure the proper protection of the environment and an optimal use of energy.

Assess all **new projects or industrial developments**, the possible adverse effects on the environment, as well as the energy aspects and support the design and acquisition of energy-efficient systems. Introduce the necessary mechanisms to ensure correct prevention of working conditions and to achieve a correct and efficient use of energy.

Consider **occupational health and safety** as a primordial and priority asset to be preserved by employees in the first place and by society in general. Assess the possible risks of occupational accidents and diseases and adopt the necessary measures to prevent them and provide a safe and healthy work environment.

Require **contractors and external personnel** who carry out their work at CRODA IBERICA SAU – Mevisa Site to be absolutely committed to complying with the safety regulations in force in the company as well as the work regulations

ETHICAL MANAGEMENT AND SOCIAL RESPONSIBILITY

Apply the **principles of Quality, Loyalty and Transparency** with customers and suppliers, and maintain a relationship that is strictly based on veracity and honesty.

Support own staff by **promoting communication and collaboration between departments**. Management takes on the challenge of establishing optimal working conditions that allow employees to do their jobs well, consider possible career promotion options, and guarantee the best balance between work and family life.

Enforce the regulations that guarantee **industrial safety, apply the best occupational health practices and achieve the degree of excellence in environmental protection**, in addition to making good use of natural resources based on the prevention program that Croda Ibérica SA, Mevisa Site, has developed and applies with complete transparency.

Control the **environmental impacts** that our operations may cause, with the aim of minimizing them, such as water and energy consumption, waste generation and spills.

Maintain **the essential values of honesty, transparency and truthfulness** with the shareholders, through Croda. Croda Ibérica SA, Mevisa Site, declares that all the information it provides is correct, complete and reliable, and that it commits to managing all records in an attested manner.

Maintain a relationship with the competition based on a **spirit of collaboration and respect**. The management contributes to open relations and to providing experiences on issues of common interest, and commits to not spreading any information that is false or biased.

Apply the **principles of honesty and transparency** in relations with the adequate Public Administrations. The company complies with all fiscal and administrative obligations and complies with any request or requirement that the administration requests regarding its business activity.

The Policy is shared with all staff of the organization so that they gain knowledge and understanding, as well as to any interested parties.

Management will periodically review this Policy in order to develop the concept of continuous improvement in matters of quality, environment and occupational safety, thus ensuring its up-to-date maintenance.

CRODA



Direction

Fogars de la Selva, April 21st, 2023