

# MEVISA SITE CRODA IBÉRICA SAU MANAGEMENT SYSTEM POLICY – MEVISA SITE

The Management of **CRODA IBERICA SAU - Mevisa Site**, an organization dedicated to the manufacturing, packaging, and distribution of chemical products, presents its declaration of principles and its commitment to the Integrated Management System based on **ISO 9001** to improve the service provided to its customers; based on **ISO 14001**, **EMAS**, and **ISO 50001** to enhance environmental performance and efficiency; and based on **ISO 45001** to improve the safety and health of staff in their activities. These standards apply to its facilities located at: C-35 KM.72, 08495 Fogars de la Selva, Barcelona.

It also defines **CRODA IBERICA SAU - Mevisa Site's commitment to Ethical Management and Social Responsibility**, characterized by fair and dignified treatment of individuals an action rooted in deep respect for human rights. Management is committed to upholding ethical principles and values in all decisions it makes regarding its operations. It will safeguard the interests of individuals linked to the company. The basic and fundamental objective of management is to make decisions and act with “responsibility, integrity, and respect” as the guiding principles.

The Management of **CRODA IBERICA SAU - Mevisa Site** views this integrated management system as a way to organize the functioning of the organization, based on core principles such as service quality, customer satisfaction, and continuous improvement of system efficiency. It is also a way to manage environmental aspects, emergencies, risks, and compliance with applicable legal requirements. Therefore, the Integrated Management System is based on the following commitments by the company's Senior Management:

Consider the concept of **Total Quality** as the key factor whose effective management determines the development and progress of the business activity, including GMPs for excipients and cosmetic ingredients.

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

In terms of quality according to ISO 9001, EXCI Pact standards regarding GMPs and GDPs for pharmaceutical excipients, EFFCI GMPs for cosmetic ingredients, ICH Q7 for GMPs of titanium dioxide active ingredients, the “Specifications for cosmetic product industries” for Halal certification, and the requirements for Kosher certification.

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

In occupational health and safety, Croda has integrated **SAFETY as a VALUE** (“SHE as a value”), complying with applicable legislation and regulations, as well as other requirements subscribed to by our company concerning occupational safety and Royal Decree 840/2015 on major accidents, as well as applying risk prevention and control techniques inherent to industrial activity.

In all cases, follow company standards (Commitment to Progress), legal regulations, and statutory requirements to properly manage each of the systems that comprise the integrated management system.

Develop a **training and skills plan for employees** to build a highly qualified workforce capable of successfully achieving the objectives of their work areas.

Establish and regularly review quality, environmental, and occupational safety **objectives**, as well as environmental goals, to ensure alignment with the commitments made in this declaration.

Promote good **internal communication**, ensure that all employees are aware of the organization's objectives, and make them feel committed to their achievement. Encourage consultation and participation of workers and their representatives on health and safety matters.

Promote a **work culture** in which all employees of Croda Ibérica SA – Mevisa Site share the Management's strong commitment to environmental preservation, progress toward energy efficiency and responsible consumption, and take responsibility for their own safety and that of all their colleagues.

Promote a **culture of continuous improvement** to enable the company to fulfil its commitments to its main stakeholders. Promote continuous improvement to reduce energy consumption and the generation of waste, discharges, and emissions while encouraging sustainable and responsible use of energy and natural resources. Also promote climate change mitigation and adaptation and the protection of biodiversity and ecosystems. Consolidate the culture of continuous improvement by promoting and applying best preventive practices to eliminate or minimize the risk of accidents.

Consider the **Environment and Energy** as essential goods for society: assume the responsibility inherent to the management of industrial activities and annually set objectives that ensure proper environmental protection and optimal energy use.

Evaluate the potential adverse environmental and energy effects **in all new industrial projects or developments** and support the design and acquisition of energy-efficient systems. Introduce the necessary mechanisms to ensure proper prevention of working conditions and to achieve efficient energy use.

Consider **occupational illnesses and safety** as a vital and top-priority asset to protect, primarily for employees and society in general. Evaluate potential risks of accidents and occupational diseases and adopt the necessary measures to prevent them and provide a safe and healthy working environment.

Require **contractors and external personnel** working at CRODA IBERICA SAU – Mevisa Site to fully comply with the company's current safety rules as well as labour regulations.

## ETHICAL MANAGEMENT AND SOCIAL RESPONSIBILITY

Apply the principles of **Quality, Loyalty, and Transparency** with clients and suppliers, maintaining a relationship based strictly on truthfulness and honesty.

Support own staff by encouraging **communication and collaboration between departments**. Management undertakes the challenge of establishing optimal working conditions to allow employees to perform their duties well, consider possible career advancement options, and ensure a good work-life balance.

Enforce the rules that **ensure industrial safety, apply the best occupational health practices, and achieve excellence in environmental protection**. Also, ensure responsible use of natural resources through the prevention program developed and transparently applied by Croda Ibérica SA, Mevisa Site.

Control the **environmental impacts** that our operations may cause, aiming to minimize them, such as water and energy consumption, waste generation, and discharges.

Maintain with shareholders, through Croda, **the essential values of honesty, transparency, and truthfulness**. Croda Ibérica SA, Mevisa Site, declares that all information it provides is accurate, complete, and reliable, and is committed to managing all records faithfully.

Maintain relationships with competitors based on a **spirit of co-operation and respect**. Management contributes to open relationships that bring valuable insights on matters of common interest and commits not to spread any false or misleading information.

Apply the **principles of honesty and transparency** in relationships with competent Public Administrations. The company complies with all tax and administrative obligations and fulfils any request or requirement from the administration regarding its business activities.

The Policy is communicated to all organizational personnel to ensure their awareness and understanding, as well as to interested parties.

Management will periodically review this Policy in order to further develop the concept of continuous improvement in quality, environmental, and occupational safety matters, thereby ensuring it remains up to date.

Management

Fogars de la Selva, January 28, 2025

