

Ercros, as a manufacturer and marketer of chemical and pharmaceutical products, operates using criteria of sustainability and social responsibility, and believes that the safety and health of people, the protection of the surrounding environment that may be affected by its activities, the sustainable use of resources, and the satisfaction of its customers within the framework of product protection, are basic principles of its management, according to the Responsible Care program to which it has been adhered since 1994.

To fulfil this commitment, Ercros, after analysing its context, establishes its sustainability policy on the following **PRINCIPLES**:

- **Fulfil** at all times with the **legal requirements**, any **other requirements that are applicable** and the **internal regulations in force** regarding sustainability, and periodically evaluating its compliance.
- **Improve continuously** the performance standards in occupational risk prevention; in protection of people and the environment as well as its infrastructure; in the use of natural resources; and the quality of its products and services. To establish **objectives** and facilitate the means to achieve them.
- **Maintain a management system** based on interrelated processes, which is integrated into the overall management of the company as an essential element and which ensures the compliance with this Sustainability Policy.
- **Provide safe and healthy working conditions** to prevent injuries or deterioration of the health of every single person who works in the company. **Apply** the necessary measures to **eliminate hazards** and reduce safety and health risks. Adopt **measures** that put collective protection before the individual and adapt the work to the person.
- **Monitor the health** of people based on the risks inherent in each job, reassessing them where appropriate, with the commitment to prevent potential damage. **Promote healthy business** practices.
- Develop, review and train the **self-protection plans**, and improve and systematize emergency planning, always taking into account the applicable legislation on **serious accidents**.
- **Guarantee the protection of the environment** and the prevention of pollution, as well as the **sustainable use of resources**. Apply the precautionary principle if potential damage is suspected.
- **Contribute** to the **fight against climate change** and periodically update the organization's greenhouse gas emissions inventory, as a basic indicator to determine its reduction.
- **Collaborate** in the preservation of the **biodiversity in the protected areas** of the influence zones of the company's productive centres.
- **Ensure** that no illegal activities are carried out with chemical products manufactured or marketed by Ercros and susceptible to divert for the manufacture of **chemical weapons, drugs or explosives**, and collaborate with the authorities in the fight against them.
- **Meet the requirements and the expectations** of customers by delivering products in accordance with the specifications and other contractually agreed conditions, and **cooperate** with customers in accordance with current regulations regarding **product stewardship**.
- **Ensure** safety in the use of products manufactured and marketed by Ercros, especially those used as raw material in food.
- **Plan** and keep up to date the **information, training and awareness programs** of the staff, in order to improve their preparation and motivation. Ensure **communication, consultation and participation** of all people in the organization.
- **Promote** the implementation of a sustainability management system among **suppliers and contracted service companies**. **Require** these companies to comply with the legal requirements and internal regulations applicable to the work they do for Ercros.
- **Inform** the competent bodies, stakeholders and society in general of the relevant aspects related to the sustainability of our activity, and **collaborate** with the authorities and competent bodies in this area.
- **Disseminate** this Sustainability Policy within the organization and to stakeholders, and ensure that it is available, updated, known and understood by staff and applied.



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