

QUALITY, ENVIRONMENT AND SAFETY AND OCCUPATIONAL HEALTH POLICY

PHARMEX ADVANCED LABORATORIES S.L. Company Management acquires the commitment of ensuring Quality, Environment protection, and ensure Safety and Health of the employees as a fundamental and permanent goal, promoting a preventive culture within the company in the detection of problems throughout the development of its processes of Design, Manufacturing and *Distribution of Medicinal Products, Cosmetic Products, Dietetic Products and Biocides* and the continuous upgrade of its Integrated Management System on Quality, Environment, Safety and Occupational Health.

Faithful to this principles, the Senior Management of the company is committed with the implementation, maintenance, and continuous upgrade of the efficacy of the Management System, as an engine to reach a high level of quality in the products distributed in the market, pollution prevention and stewardship of the environment and protection of safety and health of employees, providing safe and healthy laboral conditions to prevent from injuries and depletion of health related to work, to this end, they undertake to ensure that the following principles are complied with:

1. To have an efficient organization that responds to the applicable legal and regulatory requirements, as well as to the needs and expectations of the stakeholders, committed to quality criteria in the development of our processes, which allows for the improvement and sustained growth of the company.
2. To manage quality, environmental, and occupational health and safety risks in a preventive manner, always ensuring the elimination of the associated dangers and the minimization of the risks identified.
3. To ensure the quality of the products manufactured and distributed, through the evaluation and approval of suppliers, in order to guarantee the quality of our products and services.
4. To always prioritize the rational use of resources and the appropriate management of waste products derived from the development of our activity, in order to reduce our environmental impact.
5. To establish the necessary channels to guarantee the training and professionalism of our employees. Establish the appropriate channels to ensure communication and awareness of employees in matters of quality and the environment and the consultation and participation of employees and their representatives, as well as with the rest of stakeholders.
6. Provide sufficient authority to responsible personnel for the fulfilment of their responsibilities, which shall be clearly defined, without overlapping and without gaps, and in accordance with the needs of the organization and the services provided.



7. To provide a safe, comfortable, practical, and efficient working environment, involving all employees in the company's strategy.
8. To periodically review the Quality Management System, which applies to the different areas of activity of the company. Establish improvement objectives based on the principles contemplated in this policy, aimed at guaranteeing the process of continuous improvement.

Córdoba, May the 25th 2021