

CORPORATE GENERAL POLICY OF BIOIBERICA GROUP

ON BUSINESS, QUALITY, ENVIRONMENT, ENERGY EFFICIENCY, OCCUPATIONAL-RISK PREVENTION, SOCIAL ACCOUNTABILITY AND HALAL ASSURANCE

GENERAL

- All our company processes are based on compliance with legal and regulatory requirements, the quality and safety of our products, respect for the environment and application of the principles of energy efficiency, concern for people's health and safety, risk prevention and corporate social accountability, all of which make it possible for us to satisfy our staff members, our clients and suppliers, society and our shareholders, and to make a profit.
- Our aim is to strengthen the INNOVATION used in the natural-products sector in pharmacy, cosmetics and nutrition, in the application of amino acids in agriculture, and in plant-based and marine products, through extraction techniques and other innovative methods. We aim to assess and minimize in advance the impact of these processes on safety, occupational-risk prevention and the environment.
- We are committed to improving the quality of our products, processes, equipment and facilities, as well as assessing and monitoring the impact our activities may have on the environment and people's health and safety.
- We establish and apply procedures to ensure that we comply with policies on quality, environment, energy, safety and occupational-risk prevention, social accountability and Halal assurance. Where these procedures involve taking measurements and testing, the results are recorded and regularly updated safeguarding the data integrity.
- We establish and revise the procedures that must be followed and the measures that must be taken in the event of risks detection, of noncompliance with policies, objectives or goals relating to quality, the environment and safety/prevention, social accountability and Halal assurance.
- We commit to develop our scope of business acting on a fair competition, taking into consideration our customers' interests and respecting our competitors in the marketplace.

PRODUCT

- In the case of food products for human or animal consumption, the company undertakes to comply with Royal Decree 2207/1995 and has therefore established a Hazard Analysis Critical Control Point (HACCP) system in order to identify, assess, control and improve on the hygiene standards related to food products throughout all stages of preparation, manufacturing, transformation, packaging, storage, transportation, distribution, handling, and sale or supply to the consumer.
- Furthermore, the company undertakes to operate in accordance with good manufacturing practices and to organize food-hygiene training.
- For our Halal products oriented to Muslim customers we guarantee quality and integrity through the traceability of the raw materials used, the rigorous procedures and controls throughout the manufacturing chain and credit it with periodic inspections of accredited and recognized Islamic bodies.

THE ENVIRONMENT- ENERGY

- We are committed to continuously improving environmental conditions by focusing on the whole process, minimizing negative environmental factors, preserving natural resources and adopting measures to prevent accidental emissions.
- We collaborate with public authorities when establishing and updating emergency procedures to minimize the environmental impact of accidents that may occur despite our best efforts to prevent them.
- We provide all parties involved with the information required to understand the impact of our company's activities on the environment and we will maintain an open dialogue with all interested parties. An Environmental Report will be published regularly.
- We provide our suppliers and clients with the appropriate advice regarding the relevant environmental aspects involved in the handling, use and disposal of products purchased for and manufactured by our company, thus controlling throughout their lifecycle.
- Being the management of Energy an important vector of improvement, we are committed to establishing the principles that will ensure the provision of different forms of energy required for our activity in an environmentally and economically sustainable. The company is committed to a policy of continuous improvement in energy performance based on innovation, management, energy efficiency and renewable energy applications with the vision of energetic self-sufficiency.

PEOPLE

- Human dignity and respect form a fundamental part of our company policy and philosophy. We therefore undertake to comply with and improve on the stipulations of Standard SA8000 on Social Accountability, both internally and externally, to ensure that our staff members benefit from a work environment that respects fundamental values and human rights, in accordance with current legislation, International Labor Organization Conventions and the guiding principles of human dignity.
- We undertake to continuously improve the working conditions of our staff by minimizing the risks to people's health and safety at work and adopting measures to prevent incidents and accidents.
- We take the appropriate measures to ensure that the people working in the center who have been contracted by our company apply company regulations on quality, safety/prevention, the environment and social responsibility.

TRAINING

- We undertake to increase the frequency of staff training and instruction in all areas of the company. We aim to reinforce risk-prevention training to protect people's health and safety and raise awareness among all our staff members that everyone's personal health and safety is a priority and, furthermore, that it is everyone's responsibility. All individuals must act to ensure they do not take unnecessary risks that may affect themselves, others or the environment.

Policy approved on 31 August 2017 by:

Jordi Vidal
CFO