

CORPORATE GENERAL POLICY OF BIOIBERICA GROUP ***ON BUSINESS, QUALITY, ENVIRONMENT, ENERGY EFFICIENCY, OCCUPATIONAL-RISK PREVENTION,*** ***SOCIAL ACCOUNTABILITY, COMPLIANCE AND HALAL ASSURANCE***

GENERAL

All of 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 and animals' 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

We are committed to comply with the correct manufacturing standards in all phases of the supply chain of our products, and we undertake to manufacture safe, legal and authentic products, assuming responsibility for these in front of our customers.

We guarantee quality, safety and food and feed defense, training our staff, evaluating our suppliers and complying with rigorous manufacturing, control and cleaning procedures. We comply with current regulations regarding the hygiene of food products, through the application of HACCP programs, prerequisites and other controls defined in our production processes. We communicate it both internally and externally and we accredit it with periodic inspections of recognized certification 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.

COMPLIANCE

We are committed to comply strictly with the law and current regulation in place in the countries where we operate, as well as with our Code of Conduct, internal procedures and policies established by the company.

We have established a policy of zero tolerance towards conducts which could ensue legal incompliance, corrupt practices or non-ethical professional conducts.

We contribute to generate a culture of compliance starting with the conduct of the company Administrators and top Management members, setting an example and reacting fast and unambiguously towards any potential breaches of the regulation.

We have appointed an internal compliance body oriented towards risk prevention and management, to guide on the design of the most suitable control measures, as well as to supervise, surveil and analyse the efficacy of the system. This internal body has been granted independence, authority and freedom of initiative and control.

We foster the education and communication of the compliance model to all employees, so that they know and understand the rules and commitments in terms of the necessary compliance requirements to develop their activity.

We encourage all our company employees to report on any suspicious matters or conducts and guarantee that no reprisal is experienced by the ones issuing the complaints.

If necessary, we will impose any necessary disciplinary, corrective or sanctioning measures in accordance with the current work regulation in place.

We are committed to comply with the requirements and to constantly improve the Penal Compliance and Antibribery Management System.

PEOPLE

Human dignity and respect form a fundamental part of our company policy and philosophy. We therefore undertake 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 is it everyone's responsibility. All individuals must act to ensure they do not take unnecessary risks that may affect themselves, others or the environment.

This policy applies to all BIOIBERICA employees, Directors and Administrators, including affiliated companies, upon which it exerts an effective control.

Policy updated on November 6 2024 by:

A blue ink signature of Luis Solera Blasco.

Luis Solera Blasco
CEO

A blue ink signature of Hendrikus Joannes Antonius Van Bortel.

Hendrikus Joannes Antonius Van Bortel
Director