

## SUSTAINABILITY POLICY

Ercros, as a manufacturer and marketer of chemical and pharmaceutical products, develops its activity applying criteria of sustainability and social responsibility, and considers that the safety and health of people, climate neutrality and the protection of the 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, in accordance with the Responsible Care program to which it has adhered since 1994.

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

- **Comply** at all times with the **legal requirements**, other **requirements that are applicable to it** and the **current internal regulations** on sustainability, periodically evaluating their compliance.
- **Continuously improve** performance in terms of occupational risk prevention; protection of people and infrastructures; environment and use of natural resources; and quality of its products and services. Establish **objectives** and provide the means to achieve them.
- **Maintain** a **management system** based on interrelated processes, integrated into the general management of the company as an essential element of it and that ensures compliance with this Sustainability Policy.
- **Provide safe and healthy working conditions** to prevent injury or deterioration of the health of every person who works in the company. **Apply** the necessary measures to **eliminate** hazards and **reduce** risks to occupational safety and health. Adopt **measures** that place collective protection before individual protection and adapt work to the individual.
- **Monitor** the **health** of people according to the risks inherent in each job, reassessing them when appropriate, with the commitment to prevent potential damage. **Promote healthy company practices**.
- Develop, review and train **self-protection plans**, and improve and systematize emergency planning, always taking into account the applicable legislation on **serious accidents**.
- **Ensure** the **protection of the environment** and the **prevention of pollution**, as well as the **sustainable use of resources**. Apply the precautionary principle if potential harm is suspected.
- **Contribute** to the climate neutrality objectives of the European Green Deal, directing our actions towards the total decarbonisation of our activity, with the aim of achieving it by 2050, and applying the principles of circular economy, where possible.
- **Collaborate** in the preservation of the **biodiversity of the protected** areas of the influence zones of the productive centers of the company.
- **Ensure** the non-performance of illicit activities with chemical products acquired, manufactured or marketed by Ercros that are susceptible to diversion for the manufacture of **chemical weapons, drugs or explosives**. Work with the authorities in the fight against these.
- **Meet** the requirements and **meet customer** expectations by delivering products in accordance with specifications and other contractually agreed conditions and **cooperate** with customers in accordance with current regulations on **product stewardship**.
- **Guarantee** safety in the use of products manufactured and marketed by Ercros, especially those used in the food industry.
- **Plan** and keep up to date the **information, training and awareness** programs of the staff, in order to improve their preparation and motivation. Ensure the **communication, consultation and participation** of all people in the organization.
- **Promote** in suppliers and **contracted service companies** the implementation of a **sustainability management system**. **Require** these companies to comply with the legal requirements and internal regulations applicable to the work they carry out for Ercros.
- **Inform** the competent bodies, interested parties and society in general of the relevant aspects related to the sustainability of our activity, and **collaborate** with the competent authorities and bodies in this matter.
- **Disseminate** this Sustainability Policy within the organization and to the stakeholders, and ensure that it is available, up to date, known and understood by staff and is applied.

A. Zabalza

Antonio Zabalza Marti  
Chairman and CEO of Ercros