

**iberchem**

Part of Croda International Plc

# **Safety, Health, Environmental and Quality Management Policy**



November 2023. Rev.9

We are a company dedicated to designing and producing fragrances, operating on a global scale. Consequently, our organization is active on markets with turbulent geopolitical situations and macroeconomic difficulties. Therefore, our clients' requirements tend to be even stricter.

Occupational health and safety and environmental protection are core values that extend to all Group operations and people.

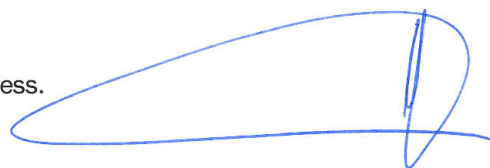
Iberchem Group Management has addressed this premise by creating a Safety, Health, Environmental and Quality Policy, which establishes a management system to allow us to achieve our objectives.

It is based on an up-to-date and measurable management system that will allow the company to achieve the following objectives:

- Promoting "Risk-Based Thinking" by identifying potential risks at any level of the organization. By employing the management system as a preventive tool, actions can be taken to prevent incidents related to the risks previously identified. This proactive way of thinking represents an opportunity to continuously improve the company's performance, in terms of both quality, and environmental and occupational safety concerns.
- Identifying the key parties that interact with our organization as well as their needs and expectations.
- Involving employees so that they can do their work as well as possible and in complete safety, offering them a secure and healthy work environment in order to prevent any health-related risks.
- Focusing our efforts on changing our processes and supply chain, as far as possible, to improve our environmental performance.
- Encouraging our employees to be proactive and to consult each other and their manager in regard to safety, quality and environmental matters. The collaboration and active participation of our employees is one of the pillars of our company.
- Encouraging communication about irregularities and opportunities for improvement in order to achieve, together, a workplace that is safe, healthy and respectful of the environment.
- Being sufficiently prepared for and open to change. Our organization must be able to adapt to the changing needs of our environment.
- Making our best efforts to offering our clients and subsidiaries products of the highest quality and providing the most conscientious service.
- Ensuring that our production activity is inclusive, for instance by manufacturing Halal/Kosher products to meet the requirements of some of our customers.

The basic rules for our activity are:

- Comply with the applicable legal requirements regarding occupational safety, the environment and products;
- Protect the environment and prevent pollution;
- Comply with our code of ethics;
- Identify risks and opportunities in our activity;
- Continuously improve our activity as a fundamental axis of success.



José Balibrea Escribano  
Managing Director  
Iberchem

*Confidential and proprietary business information of Iberchem*



**iberchem**

Part of Croda International Plc

[iberchem.com](http://iberchem.com)