

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 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 been adhered since 1994.

To comply with this commitment, Ercros, after analysing its context, establishes its sustainability policy on the following **principles**:

- **Comply** at all times with **legal requirements, other requirements that apply to it and current internal regulations** on sustainability, periodically evaluating compliance, with the aim that its operations are carried out with the highest ethical standards and transparency.
- **Continuously improve** performance in terms of occupational risk prevention; protection of people and infrastructures; management of healthy organization; environment and use of natural resources; product protection in the supply chain; 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 improve the health and safety of the people who are members of the organization and their personal, family and community environment. **Apply** the necessary measures to **eliminate** the **dangers** and **reduce** the risks for safety and health at work. Adopt **measures** that put collective protection before individual protection and adapt work to the person.
- **Monitor people's health** according to the risks inherent to each job, reevaluating them when appropriate, with the commitment to prevent potential damage. **Promote healthy organizational practices** and implement activities and provide resources that demonstrate the organization's commitment to the community.
- Elaborate, 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 damage is suspected.
- **Contribute** to the climate neutrality objectives of the European Green Deal and apply the principles of circular economy, directing our actions towards the total decarbonization of our activity, with the aim of achieving it before 2050.
- **Collaborate** in the preservation of the **biodiversity of the protected areas** of the company's production centres zones of influence.
- **Ensure** that illegal activities are not carried out with chemical products acquired, manufactured or marketed by Ercros that are susceptible to diversion for the manufacture of chemical **weapons, drugs or explosives**. Collaborate with the authorities in the fight against them.
- **Meet** the requirements and **expectations** of **customers** by delivering products in accordance with specifications and other contractually agreed conditions, and **cooperate** with customers in accordance with current regulations on **product stewardship**, facilitating them to achieve their own sustainability objectives.
- **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 communication, **consultation and participation** of all people in the organization.
- **Promote the implementation of a sustainability management system** among **suppliers** and **contracted service companies**. **Require** these companies to comply with the legal requirements and internal regulations applicable in the work they carry out for Ercros, as well as the Code of Ethics of Ercros or their own, complying with the objectives of social responsibility.
- **Inform** the competent bodies, stakeholder 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.
- **Disclose** this Sustainability Policy within the organization and to stakeholders, and ensure that it is available, up-to-date, known and understood by staff and is applied.