

Health & Safety Policy

1. Ensure maximum safety of personnel, installations and surroundings, identifying risk situations and their root cause through adequate techniques and applying the necessary corrective and preventive actions, as far as reasonably practicable.
2. Abide by the requirements of legislation currently in force in relation to occupational risk prevention.
3. Train and inform personnel, and raise awareness in aspects related to Health & Safety at the workplace, orienting this training towards continual improvement.
4. Strengthen the participation of our personnel in matters relating to Health & Safety at the workplace.
5. Utilise production processes which under normal conditions present no risk, or minimal risk to the Health & Safety of personnel.
6. Convey the principles of Health & Safety at the workplace to third parties carrying out works inside Medichem.
7. Continuously improve the workplace conditions.
8. Procure the necessary human and material resources required to fulfil these principles.

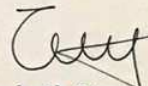
Quality Policy

1. Continuous improvement of the Quality of our products and processes and the effectiveness of the Quality Management System in a way that allows the Company to develop and advance.
2. Compliance with the laws, standards and regulations which are applicable to our organisation, as well as requested requirements of the customer.
3. Motivate and train personnel in order to carry out their tasks correctly and favour their professional development.
4. Involve all personnel to ensure compliance with Quality Objectives.
5. Assure full satisfaction of customer needs.
6. Make Quality and customer orientation an aspect that differentiates us with respect to our competitors.
7. Continuous improvement of our Quality management to ensure improvement in the performance of our activities.

Environmental Policy

1. Protect the environment, minimise the impact of our activities on it and prevent pollution.
2. Comply with laws, norms, regulations and other applicable environmental requirements.
3. Train, raise awareness and involve our personnel in the implementation of this commitment and motivate them to carry out these objectives.
4. Reduce the use of halogenated and other solvents, effluents and waste generated in the processes, energy consumption and emissions, as long as it is technologically and economically feasible to do so without compromising the quality of our product.
5. Reduce, reuse or recycle waste by recovering solvents or raw materials, using waste as a by-product and managing packaging materials, among other actions, as long as it is technologically and economically feasible to do so without compromising the quality of our product.
6. Periodically establish quantifiable environmental objectives, develop plans with the necessary environmental targets to permit the achievement of these objectives, and implement methods of control and follow-up.
7. Advise our customers on the proper handling, from an environmental point of view, of our products.
8. Inform suppliers and subcontractors of our environmental practices so that these can be applied during works carried out in our facilities.
9. Continuously improve environmental management to ensure the improvement of environmental performance.

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Elisabeth Stampa
CEO