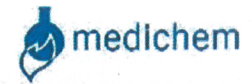


Medichem Policies

MADE WITH CARE



Hal Far site nearby cove



Safety

- Comply with the requirements of current legislation on the prevention of occupational hazards.
- Ensure maximum safety for people, facilities and environment, detecting the risk situations and the origin of them, by applying appropriate techniques and applying the necessary and possible corrective and preventive actions.
- Train, inform and sensitize the human team in the aspects related to Safety and Health in their workplace, orienting this training towards continuous improvement.
- Encourage the participation of our team in the issues related to Occupational Safety and Health.
- Use production processes, which under normal conditions do not behave, or behave to a minimum degree, risk to the safety and health of people.
- Transmit the principles of Occupational Safety and Health to external collaborators who perform work at Medichem.
- Continuously improve job conditions.
- To seek the human and material means necessary for the fulfilment of these principles.



Quality

- Comply with the laws, rules and regulations applicable to our organization, as well as the requirements requested by the customer.
- Ensure the full satisfaction of the customer's needs by delivering high quality products.
- Apply continuous improvement in processes and in the Quality Management System, defining challenging objectives that facilitate the development and progress of the company
- Promote digitization in all areas of the company, meeting data integrity requirements
- Motivate and train the human team to properly carry out the activities and promote their professional development.
- Promote the Culture of Quality involving the entire human team through training and communication to ensure compliance with the established indicators and the sustainable maintenance of quality standards.
- Make Quality and Customer Orientation a differentiating aspect of our competitors.
- Promote continuous improvement in all company processes to ensure improved performance of our activities.



Environment

- Comply with applicable laws, rules, regulations and other environmental requirements.
- Protect the Environment, minimize the impact of our activity on it and prevent pollution.
- Promote and raise awareness among all company personnel in the application of this commitment, motivating them in the achievement of these Objectives and in the application of individual and/or collective practices for the improvement of the environment, such as sustainable and responsible consumption, recycling and reduction of energy consumption.
- Reduce water consumption and continuously improve the quality of wastewater discharge.
- Calculate carbon footprint covering all emissions (Scope 1, 2 and 3). Reduce energy consumption and Scope 1 and 2 emissions by sourcing low-impact renewable energy and offsetting at least 75% of GHG emissions from Scope 1 and 2.
- Reduce, reuse or recycle waste by optimizing processes, recovering solvents or raw materials, using waste as a by-product and circular management of packaging, among other actions, provided that it is technologically and economically feasible, without compromising product quality.
- Periodically set measurable environmental targets, develop plans with the environmental goals needed to achieve them, and apply control and monitoring methods.
- Advise our customers on the correct handling of the supplied products from an environmental and safety point of view.
- Inform suppliers and subcontractors of our environmental practices, so that they are applied in the work they do in our facilities.

March 2023

Thibault Eckenswiller
CEO