

# Quality Policy

Ensure the full satisfaction of customer and patient's needs by delivering high quality products.

Promote the Culture of Quality involving the entire team through training and communication to ensure compliance with the established indicators and the sustainable maintenance of quality standards.

Apply continuous improvement in processes and in the Quality Management System, defining challenging objectives that facilitate the development and progress of the company.

Promote digitalization in all areas of the company, meeting data integrity requirements.

Comply with the laws, rules and regulations applicable to our organization, as well as the requirements requested by the customer.

Motivate and train the team to properly carry out the activities and promote their professional development.

Make Quality, Sustainability and Customer Orientation the factors that drive our decisions.

Promote continuous improvement in all company processes to ensure improved performance of our activities.

**February 2025**

Pablo Álvarez  
CEO



# Safety Policy

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.

Comply with the requirements of current legislation on the prevention of occupational hazards.

Train, inform and sensitize the team in matters related to Safety and Health in their workplace, orienting this training towards continuous improvement.

Encourage the participation of our team in issues related to Occupational Safety and Health.

Utilize production processes that, under normal conditions, pose no risk or only a minimal risk to people's health and safety.

Transmit the principles of Occupational Health and Safety to external collaborators who perform work at Medichem.

Continuously improving job conditions.

Ensure the necessary human and material resources to uphold and fulfil these principles.

**February 2025**

Pablo Álvarez  
CEO



# Environmental Policy

Protect the environment by reducing the environmental impact of the entire life cycle of our products and processes.

Comply with applicable laws, rules, regulations and other environmental requirements.

Periodically set measurable environmental targets, develop plans with the environmental goals needed to achieve them, and apply control and monitoring methods.

Promote continuous improvement of environmental performance with the use of the Environmental Management System, review this policy periodically and make it available to stakeholders.

Promote the efficient use of energy by applying energy efficiency measures and progressively increasing the consumption of renewable energy and promote initiatives aimed at reducing greenhouse gas emissions.

Promote the circular economy throughout the product life cycle through the optimization of processes, reuse of waste with recovering solvents or raw materials and circular management of packaging, among other actions, provided that it is technologically and economically feasible, without compromising product quality.

Use the best available practices and technologies to prevent pollution and air emissions.

Manage the water cycle efficiently, reducing water consumption and improving the quality of wastewater discharge.

Promote and raise awareness across the workforce in the application of this commitment, motivating them to achieve these objectives and in the application of individual and/or collective practices.

Collaborate and advise our clients and other stakeholders on environmental actions and on the correct handling of the products supplied from an environmental and safety point of view.

Promote and inform our environmental commitments to suppliers and subcontractors, expanding good environmental practices and minimizing the environmental impact throughout the value chain.

**February 2025**  
Pablo Álvarez  
CEO

