

IQE GROUP INTEGRATED MANAGEMENT SYSTEM POLICY

The IQE Group Management Model aims to achieve and maintain sustained economic efficiency throughout the organisation by means of a strategy that integrates innovation, respect for ethical values, concern for people and the preservation of our environment.

The Company is characterised by its firm commitment to innovation (a critical differentiating factor for improving success and competitiveness) and sustained growth and, when deciding on the direction its business is to go, takes the satisfaction of both our end customers and other stakeholders into consideration as a vehicle to achieving sustainable development.

On the one hand, it supplies the tools and systems necessary for improving Employee satisfaction and protecting their health and safety; on the other hand, it provides the resources necessary to ensure efficient, safe and *environmentally friendly* production processes. Furthermore, it takes an active part in society through its collaboration and involvement with various associations, and finally it strives to achieve improved business efficiency through the application of R&D+i in all areas of the organisation.

In order to constantly optimise performance and move towards Excellence, the IQE Group has committed to implementing management systems and tools that enable it to continuously improve its performance in various areas such as innovation (UNE 166002), quality (ISO 9001), the environment (ISO 14001), occupational health and safety (OHSAS 18001) and food safety (FAMIQs). This Policy encompasses the guiding principles of all business activities carried out by the organisation, principles that serve as the reference framework within which further objectives for improvement in those areas are set:

1. To comply with all legal requirements applicable to the organisation's business in regard to product safety/quality, the environment, food safety, occupational health and safety, and other voluntary commitments in terms of social responsibility.
2. To encourage the review, assessment and optimisation of all management systems in place in order to enable the continuous improvement in the standard of our organisation's performance in matters concerning the environment, food quality/ safety, innovation and occupational health and safety.
3. To assume a commitment to protecting the environment, to making responsible use of resources and to minimising the impact of our business / processes throughout the life cycle of our products by applying a preventive approach to pollution based on incorporating the best available and economically feasible techniques in order to ensure an efficient use of resources and optimal treatment of all waste, atmospheric emissions and effluents.
4. To develop and maintain proactive and fully integrated management of occupational health and safety and reduction of real and potential hazards at both strategic and operational level, such as to make it possible to identify opportunities for improvement and to optimise the standard of the IQE Group's performance.
5. To improve the organisation's performance by developing innovation projects both in terms of products / processes and management, which are the result of tapping creativity and leveraging internal synergies at all levels of the organisation, of analysing contexts, monitoring our competitors and collaborating with suppliers, customers and partners (universities, schools of technology, ...), encouraging our people to grow and develop professionally, and enabling the achievement of the company's strategy and its sustainable growth.
6. To establish effective and transparent information / communication systems with all IQE Group stakeholders (Employees, Shareholders, Local Authorities, General Public, Suppliers, Partners and Customers) in order to understand their needs and expectations and include them as further input for the feedback and continuous improvement of the Integrated Management System.
7. To disseminate and maintain a culture that encourages people in the IQE Group, its suppliers and partners to take an active pledge in the proactive reduction and management of industrial, labour and environmental risks in order to achieve continuous improvement in creating safer working environments and minimising the environmental impact of their business activities.