

IQE Group's integrated management system policy

The purpose of the IQE Group's Management Model is to ensure the organisation's sustained economic efficiency by integrating innovation, respect for ethical values, care for people, and environmental preservation into its innovation strategy.

The company is firmly committed to innovation (a critical factor in achieving success and improving competitiveness) and sustained growth. It considers other interest groups (stakeholders) as a means of achieving sustainable development and satisfying end customers.

On the one hand it establishes the necessary tools and systems to improve employee satisfaction and prevent damage to their health. And on the other it provides the resources required for efficient, safe and environmentally friendly production processes. In addition, it has a presence in society through collaboration with and involvement in different associations. Lastly, it considers how to improve efficiency in the business by applying innovation in all areas of the organisation.

To constantly optimise performance and move towards excellence, the IQE Group is committed to implementing management systems and tools that allow continuous improvement in areas such as innovation (ISO 56001), quality (ISO 9001), the environment (ISO 14001), occupational health and safety (ISO 45001), food and feed safety (FAMI-QS) and energy management (ISO 50001). This policy sets out the guiding principles for all activities carried out within the organisation. These principles also serve as a reference framework for establishing improvement objectives in the aforementioned areas:

- 1. Comply with all applicable legal** requirements relating to product protection/quality, the environment, energy, food and feed safety, innovation, health and safety, and any other voluntary commitments relating to social responsibility.
- 2. Provide safe products** to customers in the different sectors of application (particularly the food and feed sector) by taking measures to prevent product fraud and/or adulteration.
- 3. Promote the review, evaluation and optimisation of the management systems** in place to enable continuous improvement in our organisation's environmental, energy, quality/food and feed safety, innovation and health and safety performance.
- 4. Protect the environment, making responsible use of resources,** and minimising the environmental impact of our activities and processes throughout the life cycle of our products. We do this by applying a preventive approach to pollution, incorporating the best available and economically viable techniques to ensure the efficient use of resources and the optimal treatment of waste, atmospheric emissions, and effluents.
- 5. Develop and maintain proactive and integrated** management of the prevention and reduction of actual and potential risks at strategic and operational levels. This enables us to identify opportunities for improvement and optimise the performance of the IQE Group. It also enables us to meet our commitment to eliminating hazards, reducing occupational health and safety risks, and providing safe and healthy working conditions to prevent work-related injuries and health impairment.
- 6. Improve the performance of the organisation** by developing innovative projects at product/process and management levels. This will be achieved through creativity, the

use of internal synergies involving all levels of the organisation, analysis of the context, external monitoring, and collaboration with suppliers, customers, and partners (e.g. universities and technology centres). This will favour the professional growth and development of our people, enabling us to achieve the company's strategy and sustainable growth, and generate value for the organisation and its environment.

- 7. Establish systems for information, communication and participation, as well as effective and transparent** consultation with all IQE Group stakeholders (employees and their representatives, shareholders, local authorities, society, suppliers, partners and customers), in order to understand and incorporate their needs and expectations as further input for the continuous improvement of the integrated management system.
- 8. Disseminate and maintain a culture that encourages IQE Group employees,** suppliers and partners to take an active role in reducing and proactively managing industrial, occupational and environmental risks. This will help to continuously improve working conditions and minimise the environmental impact of our activities.
- 9. Ensure the availability of the necessary information and resources** to achieve energy objectives and goals.
- 10. Support the procurement of energy-efficient products and services,** as well as the design of activities that improve energy performance.

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