

# INTEGRATED MANAGEMENT POLICY

## OBJECT

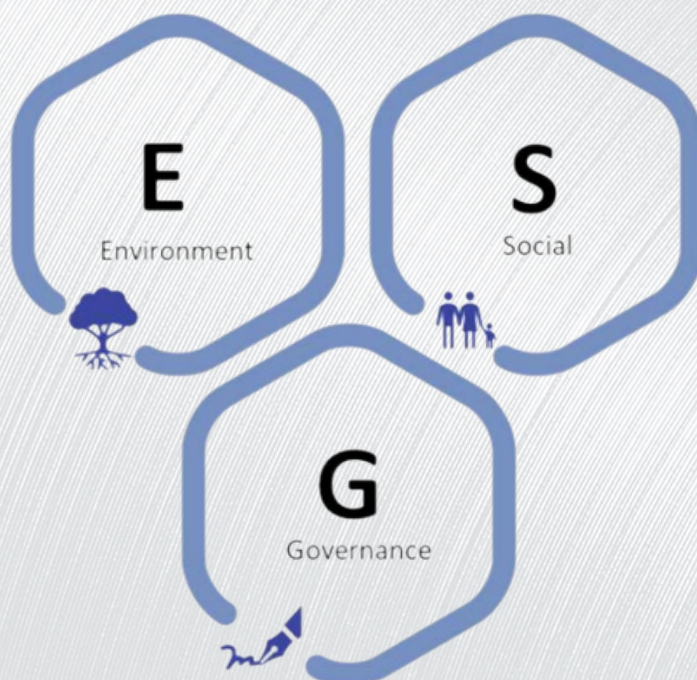
ARANIA considers Health and Safety at the workplace, the Quality of its products and services, Efficiency in its processes, the Environment, as well as Energy Efficiency the foundations for the development of its activity, with a strong focus on sustainability. In order to achieve this, it relies on this Integrated Management Policy, other existing policies and the Code of Conduct of the Grupo Arania, committing to provide the necessary resources to ensure the fulfillment of the principles, commitments and objectives defined in them.

## SCOPE

The integrated management policy applies to all persons who are part of ARANIA, being also promoted among our stakeholders, and specially in our supply chain.

## BASIC PRINCIPALS OF ACTION

The basic principles of action regarding stakeholders and our environment are based on the compliance with the laws as well as national and international current policies in all countries where ARANIA is present. These are also based on the international commitments for a responsible management accepted voluntarily by the company.





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## HEALTH & SAFETY

ARANIA prioritizes the health, both mental and physical, as an indisputable priority, promoting a culture of Zero Accidents based on:

- **A continuous training** of all people in the organization
- **Preventive controls** that involve all personnel in the culture of prevention
- **Continuous improvement** of the facilities and processes, providing the necessary resources to the system to achieve it.



## ETHICS & INTEGRITY

ARANIA commits to the promotion, coherent application and control of the ethical principles contained in the Code of Conduct, which serves as the basis for our strategy, risk management, actions as well as decision making in ARANIA. The company will promote that these general conduct principles of conduct, ethic and integrity to ensure they are well known by our stakeholders.



## RESPECT FOR HUMAN RIGHTS AND ZERO TOLERANCE

ARANIA commits to respecting all human rights and demanding the same within its supply chain, while maintaining zero tolerance for corruption and bribing in all their forms.

## TRAINING, PARTICIPATION AND COMMUNICATION

ARANIA commits to offer all its employees a quality workplace, where their development and training is based on their talent, assuring opportunities based on the foundations of diversity and equality. It also commits to promoting employee participation and engagement through effective communication to ensure the proper execution of their responsibilities and facilitate the necessary cultural change to achieve it.



## RIGHT TO A DIGNIFIED EDUCATION

ARANIA commits to collaborate with its community in order to collaborate through different programs, institutions and ages, with the objective to support the education and the entry in the labour force of the new generations.





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## EXCELLENT PRODUCTS & SERVICES

La excelencia es una seña de identidad para todas las personas que forman ARANIA con el objetivo de mejorar día a día la satisfacción de nuestros clientes. ARANIA se compromete a la gestión responsable en sus procesos de calidad e innovación, orientado a la mejora de procesos, a la incorporación de nuevas tecnologías y a la mejora continua de la calidad y la sostenibilidad de nuestros productos en nuestra estrategia de Cero Defectos.



## EFFECTIVENESS AND EFFICIENCY

The effective and efficient use of resources is a priority objective of the company in order to maintain its competitiveness as well as to guarantee the sustainability of the business. This is achieved through a sensible selection of high quality suppliers, the design of robust processes, the use of optimal technology as well as production facilities, control systems and automatization of production processes.

## ADAPTABILITY

ARANIA considers flexibility and adaptability a fundamental pillars of its value proposition in order to confront the new challenges and opportunities that the industry presents.

## COLLABORATION WITH STAKEHOLDERS

ARANIA commits to always seek collaboration with its stakeholders and establish long-term relationships based on trust and mutual respect, promoting sustainable practices among them.

## RISK MANAGEMENT

ARANIA commits to make a proper Risk Management, with the objective of preventing, minimizing or eliminating risks.

## INFORMATION SAFETY

ARANIA commits to manage in a responsible way the information that it generates and the one we have access to within our processes and activities, identifying cybersecurity as a fundamental process within the company.

## INFORMATION TRANSPARENCY

ARANIA commits to maintain information transparency and thoroughness in the information that is given to stakeholders through the publication of the Sustainability Report.



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## RENEWABLE ENERGY

ARANIA supports the use of 100% renewable energy and commits to maintaining this policy now and in the future. Also, ARANIA commits to promote the use of other renewable energies exploring alternative options.



## DECARBONIZATION

ARANIA has initiated the process of decarbonization through different measures in the areas of raw materials, supplies, transport, packaging, production process and staff processes, and commits to continue this process until achieving a netzero CO2 footprint.



## WATER FOOTPRINT

ARANIA commits to make a responsible use of water, implementing system that allow its control and developing projects to reduce its usage.



## WASTE

ARANIA commits to a safe and responsible waste management, promoting a circular economy through waste reduction, recycling and reuse.



## CHEMICAL PRODUCTS

ARANIA commits to a safe and responsible management of chemical products, respecting the biodiversity.



Management

