

# INTEGRATED MANAGEMENT POLICY

## OBJECT

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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

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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

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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.

# SOCIAL



## 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 is committed to providing its employees with a high-quality working environment, where their development and training are based on talent. The company also works with local institutions to promote education and employability among new generations through various programmes, organisations, and age groups.

We encourage the participation and engagement of our staff through effective communication, enabling them to perform their work properly and promoting the necessary cultural change.

## COMMITMENT TO EQUALITY AND DIVERSITY

ARANIA promotes a working environment based on respect, fairness, and equal treatment and opportunities for all individuals. We reject any form of discrimination on the grounds of gender, age, origin, sexual orientation, disability, religion, or any other personal or social condition.

We implement measures to ensure that recruitment, promotion, training, and remuneration processes are based on objective and non-discriminatory criteria, fostering an inclusive and diverse culture. We provide the inclusion of all LGTBI collective. This commitment is reinforced through the implementation of our Equality Plan and through regular monitoring of specific indicators in this area.



## **EXCELLENT PRODUCTS & SERVICES**

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Excellence is a hallmark of all the people who make up ARANIA, with the aim of improving customer satisfaction on a daily basis. ARANIA is committed to responsible management in its quality and innovation processes, focused on process improvement, the incorporation of new technologies, and the continuous improvement of the quality and sustainability of our products in our Zero Defects strategy.

## **EFFECTIVENESS AND EFFICIENCY**

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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**

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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**

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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**

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

## **INFORMATION SAFETY**

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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**

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

# ENVIRONMENT



## **RENEWABLE ENERGY**

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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**

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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.

## **AIR POLLUTION AND CLIMATE ACTION**

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ARANIA is committed to safeguarding air quality through continuous monitoring and prevention measures, and by progressively implementing more efficient technologies to mitigate the impacts of climate change.

## **WATER FOOTPRINT**

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

## **WASTE**

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

## **CHEMICAL PRODUCTS**

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