

Vidara S.A., dedicated to the handling, packaging, storage, and distribution of chemical raw materials, intermediate products, plastics, additives, and specialties for the pharmaceutical, human food, and animal feed industries, establishes this Policy as the strategic cornerstone of its management.

We understand that sustainability, active environmental protection, energy efficiency, and the health and safety of our team are cross-cutting and inseparable elements of our operational viability.

Therefore, we formally commit to the prevention of pollution, strict adherence to our compliance obligations, the continuous improvement of our performance, and the protection of our environment, embodying this commitment through the following pillars:

- **Strategic Leadership and Resilience:** Top management assumes full responsibility for the management system, integrating environmental, energy, and safety performance as strategic assets in the company's general decision-making. We proactively assess long-term risks and opportunities, including climate change mitigation and adaptation, as well as biodiversity conservation within our business model.
- **Ethics, Integrity, and Corporate Transparency:** We ensure strict respect for the principles of ethics and integrity, equal opportunity, fair competition, transparency, and traceability. We guarantee independence and objectivity in every business decision.
- **Culture of Competence and Active Awareness:** We continuously develop the talent and training of our team and external collaborators. We commit to ensuring that all personnel acquire the technical competence and awareness necessary to identify significant environmental aspects, optimize energy use, mitigate chemical risks, and act rigorously in emergencies, turning training into the engine of our continuous improvement.
- **Energy Efficiency and Decarbonization:** We commit to optimizing the energy performance of our facilities. We promote the efficient use of energy, the consumption of renewable sources, and support the procurement of energy-efficient products and services.
- **Safe and Healthy Working Environments:** We guarantee safe and healthy working conditions to prevent work-related injuries and ill health. We provide a rigorous framework focused on eliminating hazards and reducing occupational risks, particularly those arising from the handling of hazardous chemical substances.
- **Consultation and Participation:** We actively promote the consultation and participation of workers and, where they exist, their representatives, considering them key players in the continuous improvement of our safety conditions and environmental performance.
- **Life Cycle Management and Circular Economy:** We apply a life cycle approach to all our operations, from the selection of chemical raw materials to the final destination of our packaging. We prioritize the waste hierarchy: minimization, reuse, recovery, and recycling, fostering circular economy models to reduce the depletion of natural resources.
- **Proactive Change Management:** We implement rigorous processes to control any change (temporary or permanent) in our facilities, equipment, personnel, or supply chain, ensuring that their effects are evaluated prior to execution to maintain compliance, occupational safety, and environmental performance.
- **Value Chain Traceability:** We extend our responsibility across the entire supply chain. We evaluate and approve our suppliers under strict criteria of sustainability, energy efficiency, and safety, fostering transparent collaboration to improve collective performance.
- **Transparency and Digitalization:** We commit to verifiable internal and external communication based on reliable, up-to-date data. We drive the use of digital solutions for real-time monitoring of our key performance indicators and continuous improvement.

- **Compliance Obligations:** We guarantee strict compliance with all our obligations, encompassing both the legal regulations applicable to industrial safety, occupational health, energy efficiency, sustainability, and chemical management, as well as those voluntary commitments acquired with our clients and the environment.

This policy is mandatory for all levels of the organization and will be subject to periodic strategic review to ensure its suitability, adequacy, effectiveness, and continuous improvement.

Issued by: Tomas Keisers