

GENERAL POLICY

VIDARA GROUP

Vidara S.A., a company whose activity consists of the handling, packaging, storage, design and distribution of basic chemical raw materials, intermediate products, plastics, specialty additives for human and animal food, as well as medicines, active ingredients and excipients for the pharmaceutical industry, presents its Company Policy.

Our company follows all the standards and principles of Corporate Social Responsibility and complies with all the necessary regulations and certifications such as ISO 9001, ISO 14001, ISO 45001, IFS Broker, FAMI-QS, RSPO, ISCC+, HALAL, KOSHER, AEO (Authorized Economic Operator), GDP (Good Distribution Practice) FCA Ovocom, Responsible Care, ACS G-001(*), ACS G-039(*), and EcoVadis depending on the scope and the local entity.

To make this commitment a reality, we will ensure the availability of the necessary resources and instruments in:

- Promote the awareness of all members of the organization about their responsibilities in relation to the Mission, Vision and Values of the company, promoting a culture of quality, food and pharmaceutical safety, product safety and continuous improvement through training, communication and the active participation of all personnel.
- To build and maintain solid and lasting relationships with customers, employees, suppliers and other stakeholders, based on trust, transparency, ethics and mutual understanding, as a foundation for profitable and sustainable growth.
- To ensure the satisfaction of our customers by providing safe, legal, compliant and quality products and services, meeting agreed requirements, applicable specifications and stakeholder expectations.
- To guarantee compliance with the applicable requirements of product safety, quality, legality, processes, specifications, certifications and other legal, regulatory or voluntary requirements subscribed by the company, ensuring consumer protection and acting ethically, responsibly with people and respectful of the environment.
- Identify, assess and manage risks that may affect the safety, quality, authenticity and integrity of products throughout the supply chain, including transport, storage and handling, implementing the necessary measures to prevent fraud, counterfeiting, adulteration and any intentional action that may compromise the defence and protection of the product.
- Guarantee the traceability of products from their origin to their destination, as well as the integrity, reliability and security of the data used for the performance of the organization's activities.
- Continuously improve customer service, management system effectiveness, operational efficiency, and sustainability of supply chain and back-office functions, using measurement, analysis, and periodic review tools to optimize performance and strengthen relationships with suppliers and customers.
- To drive innovation through the continuous development of new products, services and solutions that allow us to anticipate the needs and expectations of the markets and our customers.
- Establish annual objectives and carry out their monitoring and periodic review to ensure alignment with the business strategy, customer needs and the continuous improvement of the organization.
- Invest in the continuous training and development of our employees, providing a safe, professional and inspiring work environment that favours their growth and contributes to service excellence, regularly evaluating their performance and competencies.

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- Responsibly manage the environmental impact of our activities, including aspects related to climate change, food waste prevention and environmental, social and ethical sustainability, in line with applicable legislation and the organisation's commitments.
- To ensure that the products marketed respect, where applicable, the Halal and Kosher principles, offering safe and reliable solutions that meet the cultural and religious needs of our customers, also ensuring the training of personnel, compliance with hygienic requirements, the conformity of raw materials and the application of controls to prevent cross-contamination, in accordance with applicable regulations.
- Establish effective communication channels with suppliers, customers, employees and other interested parties, ensuring the dissemination of this policy at all levels of the organization and its availability to those who require it.
- Management assumes the leadership and responsibility for promoting these principles and providing the necessary resources to ensure the effectiveness, adequacy and continuous improvement of the management system.

This Policy will be adapted and revised in accordance with the Company's purposes, to make it understandable inside and outside the organization and for its continuous improvement.

Issued by: Tomas Keisers

(*) Certificates relating to the self-control system issued by the Belgian authorities responsible for food and feed.