INTEGRATED QUALITY, ENVIRONMENT AND MAJOR ACCIDENT PREVENTION AND MANAGEMENT POLICY

1. Our Comprehensive Commitment and Core Values

The Lamirsa Group is firmly committed to excellence, sustainability and making a positive impact. All our operations and product development are guided by the highest standards of quality, safety, health, environmental protection and social responsibility.

Our management is based on the following key values:

- **Accountability:** Take the initiative and be accountable for our actions, ensuring a positive impact on our people, our customers and our suppliers.
- **Integrity:** Maintain honesty, transparency and respect as pillars of all our relationships and decisions.
- **Safety:** Promote a comprehensive safety culture, actively protecting the well-being of our employees, partners and the environment every step of the way.
- **Efficiency:** Seek continuous improvement through intelligent optimisation of our processes, maximising value and minimising environmental impact.

2. Strategic Priority: Accident and Major Accident Prevention

The Lamirsa Group is concerned with achieving safe levels of protection for **people**, **property** and the **environment** against accidents and major accidents, allocating the means, resources and Safety Management System appropriate to the activities carried out in its establishments and in accordance with Seveso regulations.

Responsibility and Leadership:

Comprehensive responsibility is taken for Accident and Major Accident Prevention in the Lamirsa Group. The Company promotes the collaboration of all personnel to achieve compliance with prevention and the protection of people, facilities and the environment.

Management places special emphasis on complying with all Occupational Health and Safety and Industrial Security requirements, ensuring the identification, assessment and management of risks of Accidents and Major Accidents arising from the activity, guaranteeing maximum protection for people, goods and the environment.

It will also require that Self-Protection Plans are established to make progress in the prevention and protection of people, goods and the environment.

3. Commitment to Integrated and Sustainable Management

The Lamirsa Group will drive the success of its customers through technological optimisation and significant expertise, offering specialised chemical additives that optimise their processes and products in a responsible manner.

Key Objectives:

1. **Stakeholder Satisfaction:** To exceed the expectations of customers and other relevant stakeholders by providing quality products and services, ensuring strict compliance with legal requirements and other applicable standards.
2. **Sustainable Optimisation and Chemistry:** To seek continuous improvement in all aspects, especially in the areas of safety, health and respect for the environment:
    - **Priority on health and safety:** To proactively assess all activities to prevent any harm or deterioration in people's health.
    - **Environmental commitment:** To actively promote sustainability by preventing pollution, reducing waste and emissions, optimising energy consumption, consistent use of natural resources and promoting environmentally-friendly practices. This includes the application of more sustainable chemistry principles in processes and products.
3. **Ethical and Social Culture:** To encourage ethical behaviour, fostering corporate social responsibility and promoting equal opportunities and diversity.

4. Resources and Talent Management

Management will allocate and manage the available resources to achieve the objectives set.

- **Training:** Our aim is to train all staff and promote their active participation, consultation and effective communication in order to strengthen the achievement of objectives. In particular, train potentially at-risk personnel according to identified needs for safe operation and appropriate response to emergency situations.

- **Resource allocation:** Feasible technical, human, material and economic resources will be designated and employed to achieve the objectives set, including the adoption of measures to prevent accidents and minimise their consequences.
- **Economic viability:** Economic profitability will be taken into account to ensure the viability and sustainable growth of the Group, with the Group striving to reduce the costs of non-quality, occupational accidents and adverse environmental impact.

5. Continuous Improvement and Management System

The Group will maintain and continuously improve an Integrated Management System based on internationally recognised standards. This system is aligned with the requirements of ISO 9001, ISO 14001 and ISO 45001 standards.

- Measurable and evaluable continuous improvement criteria will be applied in all processes.
- The best available technologies and the most sustainable and advanced chemistry practices possible will be adopted.
- Prevention Management will be integrated as another element, together with the rest of the Organisation's Policies.

6. Communication and Value Chain

- **Communication:** This policy is communicated and disseminated to ensure its understanding, availability and application throughout the Group and to those people working under our control.
- **Value Chain:** We encourage our suppliers and other stakeholders to adopt and act in line with the principles of this policy, promoting a more responsible, sustainable and respectful value chain.
- **Public Access:** The policy will be reviewed periodically at least every 5 years, updated as necessary and made available to all stakeholders, being publicly accessible on our website: *www.lamirsagroup.com*.

Salvador Miret Carceller

General Management