

QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY POLICY

The direction of the company **PHARMEX ADVANCED LABORATORIES S.L.** acquires the commitment to ensure the Quality, Environment and Health and Safety of workers as a permanent and fundamental objective, promoting a preventive culture in the company in the detection of problems during the development of its Design , Manufacturing and Distribution processes of Medicines products, Cosmetic products, Medical Devices and Food Products as well as the continuous improvement of the Integrated System of Quality Management, Environment and Occupational Health and Safety.

Faithful to these principles, the Senior Management of the company is committed to the implementation, maintenance and continuous improvement of the efficiency of the Management System, as an engine to achieve a high level of Quality in the products distributed in the market, pollution prevention and protection of the environment and the protection of the health and safety of workers, providing safe and healthy working conditions for the prevention of injuries and health deterioration related to the workstation, for which it undertakes to comply with the following beginning:

1. To have an effective organization that responds to the legal and regulatory requirements, as well as to the needs and expectations of the interested parties, betting on quality criteria in the development of our processes, which allows for the improvement and growth of the company.
2. Manage the quality risk, environment and occupational health and safe in a preventive manner, ensuring the elimination of the associated hazards and the minimization of the identified risks.
3. Ensure the quality of the manufactured and distributed products, through the evaluation and approval of the suppliers, in order to guarantee the quality of our products and services.
4. Prioritize the rational use of resources and the proper management of residual products derived from the development of our activity, in order to reduce our environmental impact.
5. Establish the necessary channels to guarantee the training and professionalism of the employees. Establish appropriate ways to ensure the communication and awareness of the employees in quality and environment matters as well as the consultation and participation of them and their representatives and the rest of the stakeholders.
6. Provide sufficient authority to the personnel responsible for the fulfillment of their responsibilities, which will be clearly defined, without overlaps and without gaps, and according to the needs of the organization and the services provided.



7. Provide a safe, comfortable, practical and efficient work environment, involving all workers in the company's strategy.
8. Periodically review the Quality Management System, which applies to the different areas of activity of the company. Establish objectives based on the principles contemplated in this policy, aimed at guaranteeing the process of continuous improvement.



Córdoba, 13th December 2019
D. JUAN CARLOS SANTÉ
General Manager