

MANAGEMENT POLICY AT SABACAUCHO S.A.U.

SABACAUCHO S.A.U., company dedicated to the transformation by moulding of all types of elastomers, both natural and synthetic rubber, establishes the POLICY FOR QUALITY, ENVIRONMENT, PREVENTION OF LABOUR RISKS AND DATA PROTECTION IN SABACAUCHO with the aim of establishing general guidelines that allow, on the one hand, to ensure the quality requirements of our products so that they give full satisfaction to the precepts of the UNE-EN-ISO 9001 Standard, and on the other hand, to minimise the environmental impact of our activity, following the provisions of the UNE-EN-ISO 14001 Standard, in addition to having an active influence on the prevention of occupational risks and the protection of data.

SABACAUCHO S.A.U.'s Policy provides the framework for establishing and reviewing the organisation's objectives and goals, based on the following principles:

- To comply with legal requirements and applicable regulations that may affect the activities carried out by the company in any of the areas included in the policy.
- To understand the needs of all stakeholders and meet their requirements and expectations at agreed and specified levels.
- To minimise the environmental impact of our activities by optimising the consumption of natural resources, energy and raw materials needed for our processes, as well as the generation of waste, discharges, noise and gas emissions to prevent pollution.
- To plan the prevention of occupational risks and data protection, seeking a coherent combination that integrates technology, work organisation, working conditions, social relations and the influence of environmental factors on work. To adopt measures that put collective protection before individual protection. To give proper instructions to the workers.
- To establish procedures to identify, evaluate and control all the aspects (of quality, environment,...) that have a significant impact on the health of our activities. To take account of developments and apply the best techniques available for improvement.
- To establish quantifiable objectives and goals, materialised in the annual programme of Quality Management, Environment and preventive objectives, and to encourage compliance with the 'good practices' established in the company.

- To provide our employees with the appropriate information and training to enable them to develop these practices and thus meet the expectations of all stakeholders.
- To involve and motivate the staff in continuous improvement, in the preservation of the environment, in the prevention of occupational risks and data protection and to involve them in the achievement of the company's objectives.
- To provide the necessary means and resources and to structure an organisational system that guarantees the smooth functioning of the Quality and Environmental Management System.
- To disseminate these commitments to all levels of the organisation, our customers, suppliers, contractors and collaborators, in short, to all interested parties, seeking their compliance with the principles of this Policy and the guidelines of the Management System and seeking their involvement.
- To encourage the participation, information, training and consultation of all personnel, including temporary and external workers who carry out work at the facilities, in order to maintain adequate compliance with the management system.
- To this end, measures will be implemented that integrate the general duty to comply with the principles set out in the policy, in terms of quality, the environment, the prevention of occupational risks and data protection: avoiding effects in our job and evaluating those that cannot be avoided, combating the effects at their source, adapting work to the individual - particularly with regard to the design of workplaces - as well as the choice of equipment, work and production methods, with a view to reducing the effects of these on quality, the environment and health.
- To regularly review the functioning of the integrated management system implemented, in order to continuously improve its effectiveness and efficiency.
- To communicate this Policy to all personnel so that it may be understood and accepted as the organisation's Reference.

Georgina López
General Director

*Castellar del Vallés, on Tuesday, April 14th 2020
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