

QUALITY, ENVIRONMENT AND CORPORATE SOCIAL RESPONSIBILITY POLICY

Airpharm seeks to satisfy the needs of our customers by providing competitive services, with the collaboration of all members of the organization, and always taking into account the health and safety of employees, as well as the protection of the environment.

On this basis, we build our processes based on sustainable development parameters, acting under safety, economic, social and environmental responsibility criteria.

We consider our positioning in the sector as strategic due to being a company with a high level of quality and care for the environment.

We are committed to a sustainable and quality business, analyzing the impacts that our activity generates on the different stakeholders, combining it with business efficiency, applying Ethical and Good Management criteria.

We therefore define the following **Principles**

- Satisfy customer expectations, meaning to be able to offer services with technical and quality characteristics, in order to guarantee maximum safety and speed.
- Motivation, education and training are key tools for improving the activities and awareness of Airpharm's staff, which contributes to create an environment of fruitful cooperation between the entire organization and its suppliers.
- Continuous improvement in quality is a priority in order to satisfy the needs of our customers with personalized, effective and reliable solutions.

- Having an outstanding technological infrastructure within our sector allows us to manage information efficiently.
- Establish commitments to respond in a balanced way to the needs and expectations - beyond legal obligations - that arise from analyzing the economic, environmental, social and ethical/governance impacts that the organization's activity has on the different stakeholders.
- Accountability in a transparent manner to move towards a more sustainable development model of society.

Scope and objectives

Our policy is designed with the aim of being a reference in management and in our way of doing, that generates value for all our stakeholders (Customers, Employees, Shareholders, Suppliers, Community).

We work to achieve the following objectives:

Economic sphere

- The contribution to the company's competitiveness by focusing on the generation of maximum economic value with a balanced distribution among the different stakeholders.
- Accountability to stakeholders of the economic resources managed, based on value generated and distributed.
- Compliance with current tax and fiscal legislation in the different countries and territories in which the company operates.

Corporation management sphere

- The defense of ethical behavior and the rejection of any disloyal behavior, bribery or corruption.

- Compliance with local and international Commitments related to the Social Responsibility of our organization.
- Protecting corporate reputation and contributing to the company's competitiveness in the short, medium and long term.
- Promoting transparency and trust with all stakeholders through dialogue, open communication and accountability.

Environmental sphere

- We focus our efforts in preventing contamination in the development of our processes, in those we can influence; offering guarantees of compliance with the environmental legal requirements that affect us and others that may be applicable.
- Consolidation of the commitment to environmental protection and sustainable use of resources.
- Proper waste management, encouraging appropriate reduction, reuse and recycling.

Employment sphere

- Consideration of the people who make up the human team, and their personal and professional development, as the company's main asset.
- Talent management under a favorable labor relations framework based on equal opportunities and non-discrimination, the creation of a safe and healthy working environment, respect for human rights and the integration of disadvantaged groups, as well as facilitating measures to reconcile work and personal life.
- The establishment of a fair, responsible and transparent remuneration policy that favors the recruitment of the best professionals and strengthens the company's human capital.

- Compliance with applicable legislation on the prevention of occupational risks, both in the prevention of damage and deterioration of health, and in the continuous improvement of occupational health and safety management.

Social sphere

- The strengthening of strong links with the community, through active participation in social actions and projects that favor the integration of the company in the neighborhood, social cohesion, human development and support for the most disadvantaged groups.
- The promotion of corporate volunteering programs that encourage employees to participate in solidarity actions.
- Execution of business operations through a responsible and ethical management model in the relations with our stakeholders, regardless of the place where they are carried out and with the aim of developing a fairer and more equitable society.

Channels of communication, participation and dialogue

Airpharm, in its aim to promote transparency and communication, has designed a Communication Plan, which details the different communication channels available to us and their frequency, ensuring that the different stakeholders can have access to Information, Consultation, Dialogue and Collaboration. In this way, we encourage responsible communication.

Airpharm's Management assumes the commitment and responsibility derived from this Quality, Environmental and Corporate Social Responsibility Policy, by adopting the necessary instruments and tools.

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Rafael Gallego Ollero - CEO