

Quality, Environment and Food Safety Policy

ALMETAC, S.A. is an organisation dedicated to the manufacture and sale of industrial adhesives mainly for the food packaging sector. Currently, ALMETAC is in a strategic process of expansion and distributes its glues both nationally and internationally.

In order to offer all our customers specific solutions capable of adapting to their particular labelling needs, ALMETAC, S.A. is committed to new technologies in research, science and technology with the firm intention of becoming a leading company and a reference in the industrial sector of adhesives.

ALMETAC, S.A grants a special value to the commitment of having attractive work environments, maintaining decent salaries, with stability in employment, showing concern for the work environment and promoting continuous training. We provide technical support among the members of the Company and share information, encourage discussion on matters of common interest and develop joint projects.

Among the main values of ALMETAC, S.A. are Quality, the guarantee of food safety - insofar as it may affect the application of glues used on packages- and the respect for the Environment. To this end, the Company acquires the moral commitment to comply with the requirements of the ISO 9001, ISO 14001, ISO 22000 and ISO 14064 standards, as well as the continuous improvement of its integral management system, implementing the culture of quality and respect for the environment and the guarantee of food safety in ALMETAC, S.A.

This is why ALMETAC, S.A., in addition to bearing in mind the above, establishes - as a strategic element and an unavoidable commitment - an Integral Policy that combines its level of commitment to Quality, the Environment and Food Safety. To this end, the objectives for improvement are set out, explaining Quality, Environmental Protection and the requirements for guaranteeing Food Safety to the whole company as an organisational value in which all the company's professionals will participate.

The Integral Policy of ALMETAC, S.A. is inspired by five basic principles:

1. Orienting activities towards the satisfaction of the needs of all interested parties.
2. Respect for the environment, environmental protection during the conduct of our activities and continuous improvement of environmental performance, including the reduction of our carbon footprint.
3. Compliance with applicable laws and regulations and food safety requirements given by legal requirements, regulations or those mutually agreed with customers.
4. The continuous improvement of the activities developed.
5. Risk assessment as a method to prevent possible deviations, food risks or non-conformities, as well as continuous improvement.

To put these principles into practice, ALMETAC, S.A. undertakes to:

- a) Develop, disseminate and revise the Quality, Environment and Food Safety Policy. This Policy shall be reviewed annually and communicated to all persons working for or on behalf of ALMETAC and shall be made available to all interested parties.
- b) Maintain a structured and documented Management System, which allows continuous improvement through periodic review and the establishment of objectives and goals in order to ensure our permanence in the market.
- c) Ensuring both internal communication and that all ALMETAC staff are aware of the importance of their work in our process, as well as external communication as a sign

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of the importance we give to the satisfaction of our stakeholders in order to remain in the market within a dynamic of continuous improvement of the Quality, Environmental and Food Safety Management System.

- d) Attend effectively and faithfully to the specifications of the clients in relation to our products and services and to fulfill their expectations, guaranteeing the external communication with the same ones as well as with the rest of interested parties.
- e) Maintain regular contacts with our clients and take into consideration their suggestions and present or future needs, with the firm commitment to include these notes in the design planning, as a means of anticipating market trends.
- f) Integrate environmental indicators into ALMETAC's information systems and strategies, establishing an adequate internal control system that allows for efficient management of resources, detects errors and allows corrective measures to be established.
- g) To train and make all personnel aware of Quality, Environment and Food Safety in accordance with the needs and situations existing at any given time and to ensure the skills related to these systems.
- h) Evaluate and know all the environmental impacts and the footprint associated with our activities and the products we develop.
- i) Comply with current legislation and regulations and, as far as possible, exceed the requirements established therein provided that this is associated with a benefit for the company, its environment and / or customers.
- j) Make a sustainable use of natural resources, raw materials and energy.
- k) Manage and treat our waste in the most respectful way with the environment and minimize the management of them in all our operations.
- l) Continually apply, review and evaluate our HACCP in order to ensure the safety of our products.
- m) Guarantee food safety as members of the chain that we are, committing ourselves to continuously improve our FSMS.
- n) To develop an annual quantification of the greenhouse gas (GHG) emissions generated by our organization.
- o) Evaluate and implement activities that contribute to reducing the sources of GHG emissions in order to continuously improve our environmental performance.



GENERAL MANAGER
Astigarraga, 11 August 2020