

INTEGRATED MANAGEMENT SYSTEM, SOCIAL RESPONSIBILITY AND HALAL COMMITMENT POLICY

INDUSTRIAS ASOCIADAS, S.L. (from now on **COBIO SA**), a company dedicated to the **development, production and packaging of active ingredients, preservatives and finished products** for the cosmetic industry, has as its main objective to meet the needs and expectations of interested parties, ensuring the quality of our products and services and promoting sustainable performance by minimizing environmental and social impacts.

COBIO SA is committed to upholding, in the development of its operations, products and services, the principles of quality, sustainability, business ethics, occupational health and safety, and respect for cultural and religious diversity. Within this framework, COBIO SA adopts and maintains the requirements established by **ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 and ISO 22716:2007**, as well as the **EcoVadis** assessment criteria and the Halal production principles established in the **Halal Guarantee Mark Use Regulations and applicable Halal certification procedures, HAS 23000, SNI 99001:2016 and SNI 99004:2021**.

This Policy provides the basis for establishing continuous improvement objectives throughout all areas of the organization and is founded on the following commitments:

- ✓ Maintain the highest quality of products and services in order to meet the needs of interested parties.
- ✓ Continuously work to reduce nonconformities, anticipating their occurrence through the identification and assessment of risks.
- ✓ Promote innovation and the development of effective and sustainable formulations, ensuring transparency and accuracy in all advertising and promotional communications.
- ✓ Establish strong relationships with interested parties, promoting cooperation and transparent communication.
- ✓ Comply with applicable legal, regulatory and other requirements to which the organization subscribes in relation to quality, the environment, occupational health and safety, and social responsibility.
- ✓ Integrate social and ethical aspects into the Integrated Management System, as well as occupational health and safety into all levels, processes, activities and decisions of the organization.
- ✓ Respect and protect human rights, particularly children's rights and freedom of association, and eliminate all forms of forced or compulsory labour.
- ✓ Promote real and sustained growth based on the optimization of profits, continuous improvement and the creation of quality employment.
- ✓ Provide safe and healthy working conditions for the prevention of work-related injury and ill health, eliminating hazards and reducing occupational health and safety risks, while promoting an inclusive working environment that respects diversity and equal opportunities.
- ✓ Encourage employee development and career progression through training activities and provide fair remuneration according to competencies, responsibilities and duties.
- ✓ Facilitate work-life and family balance.

- ✓ Promote the active consultation and participation of workers and their representatives in hazard identification, risk assessment and improvement of the management system.
- ✓ Establish an ethical, sustainable and transparent supply chain.
- ✓ Respect and protect both our own and third-party industrial and intellectual property rights.
- ✓ Protect the environment and prevent pollution by identifying and assessing environmental aspects and impacts from a life-cycle perspective, with the aim of minimizing the consumption of natural resources and raw materials and promoting energy efficiency and energy savings at our facilities.
- ✓ Contribute to climate change mitigation and adaptation by establishing objectives aimed at reducing emissions, waste, energy consumption and the use of natural resources.
- ✓ Ensure that the management of generated waste is environmentally responsible, promoting waste minimization.
- ✓ Continually improve the Integrated Management System and its performance in the areas of quality, environment, occupational health and safety, and social responsibility.

Furthermore, in line with COBIO SA's inclusive approach and respect for all cultures and beliefs, the company ensures the application of Halal principles to its products and production processes intended for Muslim customers and distributors. COBIO SA is committed to ensuring ongoing and sustainable compliance with Islamic requirements through the use of ingredients that comply with applicable Halal requirements, the implementation of the Halal Production Process in accordance with applicable regulations, and the allocation of qualified human resources to ensure its proper implementation.

This Policy is periodically reviewed by the management team to ensure its effectiveness, suitability and continuous improvement. It is available to all interested parties and has been communicated internally, promoting participation, awareness, information and training activities in relation to quality assurance, environmental performance, occupational health and safety, and Halal integrity.

The Policy also reflects the organization's commitment to social and ethical matters through the prevention, detection and rejection of any illegal or dishonest conduct, in accordance with the values established in the **Code of Ethics and Conduct**.



Baldomero Falcones
General Manager