



# INTEGRATED MANAGEMENT POLICY

Our activity is the production, marketing and sale of safe and legally compliant hollow glass bottles, guaranteeing the safety and health of humans and protecting the environment in a sustainable environment.

The strategic pillars defined in the document **Our Identity** underpin our management system, which is focused on:

## 1.- CLIENTS AND END CONSUMER:

Our staff and production plants carry out their activities with a commitment to the satisfaction of our clients and end consumers. To achieve this, we make safe, secure and legally compliant products on the basis of the fulfilment of good practices of manufacturing and hygiene as well as quality requirements.

## 2.- PEOPLE:

The senior management is committed to providing a legally compliant, safe and healthy working environment and conditions to prevent occupational injuries and health impairment, always in an appropriate manner to the specific nature of the associated risks and opportunities in each case.

We promote *equal opportunities* and the *consultation and participation* of all workers and workers' representatives, valuing the contribution and satisfaction of all stakeholders and encouraging initiative and professional development.

Leadership, skill-building, development, training and information of our human capital are the basis for the creation of competencies that generate value in our activity.

## 3- SUSTAINABLE ENVIRONMENT:

We are committed to environmental protection by preventing pollution and contamination, reducing the environmental impact of our processes and products and managing the consumption of our main uses of energy (gas and electricity). In addition, we take the necessary steps to carry on our activity in a sustainable environment, seeking the continuous improvement of the environment and energy use performance in all our processes and supporting the procurement of products and services with an impact on energy performance.

Through the continuous improvement of our *management system, processes, people, facilities and installations*, we achieve the level of product quality, safety and security in the market at the most competitive cost, which ensures our future. Value creation through optimal investments at all times is also a strategic pillar for our project for the future.

In this process of continuous improvement, we take the necessary steps to identify and control the real and potential hazards and risks for the safety and health of workers, products, clients and the rest of the stakeholders, eliminating them as far as possible and minimising their impact.

We control the risks related to the internal and external contexts of the organisation, the environment, facilities and installations, including control measures in terms of food safety and security, vulnerability and fraud as applicable in each process.

We set up the necessary channels to determine and analyse the needs and expectations of all stakeholders in our organisation and activities, to identify risks and opportunities arising from them and to take, where applicable, the necessary actions to handle them.

**Vidrala is a participant in this policy, guided by a principle of mutual collaboration with the authorities and government agencies, customers, workers, suppliers and other stakeholders to promote a work culture in the framework of the compliance with and vigilance of current applicable law and in the implementation and compliance with all rules, standards, procedures and operational method sheets in place.**

Gorka Schmitt, CEO VIDRALA

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