

In order to guarantee quality and a commitment to respecting and protecting the environment, as well as the health and safety of all the people who make up **VIROSPACK S.L.U**, we have an **Integrated Policy** as a guide to follow to successfully achieve our environmental management, safety and health at work and quality of our products and services objectives.



COMPLY WITH CUSTOMER REQUIREMENTS

With extensive experience working side by side with the most internationally renowned cosmetic brands, at Virospack, **we are committed to R&D, setting trends in the sector and responding at all times to market demand and the individual needs of our customers.**

The manufacturing and decoration of each component of our packaging ensures total control of the entire production chain and final quality, providing flexibility, and the best solution in packaging for brands attending their needs, as well as a total commitment to the requirements of our customers throughout the supply chain.



COMPLY WITH LEGAL REQUIREMENTS

With a strong focus on compliance with the legislation, a continuous legal evaluation is carried out that allows us to always comply, both on an environmental level and in terms of safety and health at work, as well as with other requirements to which the organisation subscribes.



COMMITMENT TO PROTECTING THE ENVIRONMENT

As a result of the company's efforts in environmental matters, **Virospack has the ISO14001 and EMAS environmental certifications**, as a guarantee of quality regarding our commitment and good practices in terms of the environment. For this reason, we work to prevent environmental pollution, minimise the consumption of natural resources and correctly manage the waste that is generated. In Virospack all processes have scientifically based environmental KPI's, and that is that we control with the same commitment as performance or quality, the sustainable development of all our facilities and production processes. We focus on improving lifecycle analysis for the promotion of the circular economy of both the company and its products.

We have identified targets for reducing 30% in VOC's, 50% of materials from PCR, and 10% of hazardous waste recycling 85% of them. As well as energy and waste reduction thanks to a new manufacturing process using BCR Rubber technology; and the construction of a new green building through BREEAM certification.



LABOUR AND HUMAN RIGHTS: OUR TEAM COMES FIRST

Mutual respect and equality are the principles on which VIROSPACK's labour relations are based. Complying with all applicable human and labour rights rules, laws, and regulations, and in line with the company's Equality Plan, all employees are treated fairly and respectfully, promoting a healthy and safe work environment, and preventing behaviours that may infringe discrimination between company or third-party workers, thus avoiding any discrimination based on gender, race, age, religion, political affiliation, union, sexual orientation, culture, education, marital status or nationality.



CONTINUOUS IMPROVEMENT: OUR TEAM PHILOSOPHY

We are all part of the company's customer service philosophy, and **we work with a high level of involvement and commitment in search of performance improvement, always in a customer-oriented way.** This approach is reflected in our goals and objectives, always committed to the continuous improvement of our processes.



STAFF PARTICIPATION AND CONSULTATION: TOGETHER WE IMPROVE THE ENVIRONMENT AND SAFETY AT WORK

Our greatest achievement is the awareness of all our employees and seeing how they propose improvements, collaborate and get involved every day in terms of sustainability and health and safety in their jobs. **The involvement and participation of the entire team, as well as that of the workers' representatives, has been such that the commitment to our environment has become part of Virospack's DNA.** And that is our triumph, seeing how responsibility and involvement in the commitment to protecting the environment and health and safety are evaluated in each change that is made in the company.



ELIMINATE HAZARDS AND REDUCE RISKS

With proper management of the health and safety of all employees in their jobs, **Virospack adopts the policies and preventive measures established in the legislation to eliminate hazards and minimise risks**, both for its own staff and for subcontractors, providing safe working conditions.

Similarly, **VIROSPACK complies with the limits on working hours and with the bans on certain types of work**, including forced and compulsory labour, not imposing working conditions that violate current legislation, either by employing minors or foreign nationals that do not have a work permit.

We respect the right to privacy, protecting the personal data entrusted to us by employees, customers, suppliers, companies and collaborating entities, and complying with the regulations.

Barcelona, 3th of May, 2021



Vicenç Rodríguez
CEO of Virospack