

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 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 at our own facilities ensures control of the entire production chain and final quality, providing flexibility and the best cost-effectiveness for brands, as well as a total commitment to the requirements of our customers throughout the supply chain.



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.



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.

We have a well-defined **Sustainability Policy** as a guide to follow to successfully meet our objectives. All our processes have environmental KPIs and Virospack controls the sustainable development of all its facilities and production processes with the same commitment as performance or quality. In fact, every year we publish the **EMAS Declaration,** which contains all of the company's environmental behaviour, legal compliance and the verification date.



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.



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 upon the dignity, equality and sexual freedom of the company's 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.

Barcelona, 3th of May, 2021



Vicenç Rodriguez
CEO of Virospack