

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 and energy 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.



**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.



**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 and energy level and in terms of safety and health at work, as well as with other requirements to which the organisation subscribes.



**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, energy efficiency 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.



**COMMITMENT TO PROTECTING THE ENVIRONMENT**

As a result of the company's efforts in environmental and energy matters, **Virospack has the ISO14001 and EMAS environmental certifications,** and the implementation of the **ISO 50001** energy management system. Certifications that guarantee the quality of our commitment, good practices in terms of the environment, and the rational use of energy. 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 and energy 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.



**COMMITMENT TO SAFE AND HEALTHY WORKING CONDITIONS**

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 provide safe and healthy working conditions, eliminating hazards and minimizing risks, thus preventing injuries and deterioration of health,** both for its own staff and for subcontractors, providing safe working conditions. Therefore, it has ISO 45001 certification.

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 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.

Badalona, at 1st of March 2023

  
**Vicenç Rodriguez**  
 CEO of Virospack