

QUALITY, ENVIRONMENTAL, SAFETY AND HEALTH POLICY

Annex C from the Integrated Management Manual dated 09.03.18



Here at PLASTICOS DUREX, S.A. and PLASTICOS DUREX POLSKA, Sp. Zoo., we are permanently engaged with the quality improvement, the environment in our surroundings, and the safety and health of our employees. All of this abiding by the law and the pertinent regulation and meeting other requirements from the organization that subscribes while developing our activities focused in seeking for the customers' satisfaction and avoiding accidents that could result of our work with and protecting the environment. The principles of our System, such as constant improvement of the Company, compromise with the customer's satisfaction and protecting the environment, are:

- Since the beginning of Plásticos Durex., we have always been engaged with the idea of offering quality products and services in a personalized relation with the customers.
- We are all engaged with the system because we all take part in the quality process; it is present in every task since the service begins until its end.
- Compromise with the upgrading of the products from its design and development.
- The company management is engaged with providing the necessary resources to accomplish the targets of bettering the quality and protecting the environment, safety, and health which can evolve along the time, as well as report to all the employees the results reached.
- Quality in Plásticos Durex. will always be a main purpose of the permanent development, as a result, we assume as principal targets:
 - The total satisfaction of our customers. All the employees at PLASTICOS DUREX, S.A. will aim to achieve the customer's satisfaction, assuming their responsibilities and working on their duties using, at the same time, proper environmental procedures.
 - of failures with the purpose of achieving "zero defects"
 - Maintaining a high level of quality which promotes the status among our customers.
 - Maintaining an Integrated Management System of quality, environment, safety, and health according to the requirements in the ISO 9001/ IATF/16949, ISO-14001, and OHSAS 18001 norms.
 - Preparation of the employees.
- Having the target of ensuring the expansion of this compromise of the company management applied, understood and maintained by the rest levels of the organization it is displayed to all the Company in strategic places for its visibility and comprehension, verifying the efficiency through the respective revisions of the Quality System, Environment, Safety, and Health.
- Managers of the Company assumes the responsibility and duties related to quality's efficacy and delegates the quality's and environmental functions to the Quality Manager and the safety and health concerns to the Prevention Coordination, keeping the last responsibility for obtaining and providing all the human, technical and financial resources required to achieve the desired results.
- The Plásticos Durex Management ensures that their customer's requirements are known and fulfilled for their satisfaction.
- Plásticos Durex. has established a philosophy of constant improvement in quality, services, prices, technology, and safety as far as the market enables it, also developing the improvements by innovating.
- The Company puts its effort into optimizing, as far as it's possible, its resources and minimizing quality incidents as well as promoting the prevention of the pollution our Company makes or can make during its life cycle and avoiding any health risk for the employees.
- The company takes part in their supplier's improvement of material and their environmental, safety and health matters.
- Plásticos Durex. will establish and control the practices and procedures to manage environmental, safety and health concerns as well as the continuous improvement.
- The quality, environment, safety and health policy is flexible and open to modifications and adaption to new targets the company requests in the future.
- The approval of the Integrated Management Manual (Quality, Environment, Safety, and Health) itself approves the policy described here.
- Health and safety of the employees contribute to a better performance of the company's activity, preserving and developing physical and human resources with fewer labor risks, which, otherwise, could lead to loss of efficacy or legal responsibilities.
- Preventive activity will be focused on avoiding risks and evaluating which could not be avoided.
- The determination of preventive measures will be executed to impact into the origin of the risk and, if necessary, putting the collective protection before the individual and considering additional risks that could result, only being able to assume those measures when the risk is significantly inferior to the controllable level and there is no safer option.
- The selection of the equipment, working method and production will be executed in order to attenuate monotonous and repetitive work as well as its effects on employees' health.
- The planning of prevention will seek for a coherent integration of technique, working organization, social relations and the influence of ambient factors when working.
- Only enough prepared workers will have access to high-risk and specific zones.
- Before entrusting a task to an employee, we will consider his or her professional capacity regarding safety and health.
- When evaluating the risk of a process, we will consider possible consequences from distraction or non-rash imprudence.
- The fulfillment of the application norm will be ensured and, in some cases, we will have to value security standards in line with the actual technique.
- Employees have the right to actively participate in risk prevention, therefore, there will be representative orderliness legally established in the 5th Chapter of the Law of Prevention of Labor Risks in Spain, and, with a similar application according to the Polish legislation.
- Establishing both internal and external channels of communication will ensure participation and cooperation of all interested parts in the accomplishment of targets and understanding of our quality policy.
- Managing adequately, risks and opportunities in our process.
- We are strongly engaged with environmental sustainability not to affect with our activities the quality of life of the present generations.
- Integrating the LIFE CYCLE of the product in every product from our company.

PLÁSTICOS DUREX S.A maintains our policy at the interested parts disposal and makes revisions and audits of our management system periodically to verify and evaluate the performance of our targets, goals and established programs. With these principles, the Company is eager to reach the maximum satisfaction of the customer.

NOTE: The environmental and STT's aspects are not suitable for Plásticos Durex Polska, Sp. Zoo.
Last revision: 09/03/2018 – Actualization to the Norm.