



## **POLICY ON THE INTEGRATED MANAGEMENT SYSTEM FOR QUALITY, THE ENVIRONMENT, HEALTH AND SAFETY AT WORK AND TRAINING**

PJM PUJADAS is dedicated to the design, production and sale of industrial adhesives and ancillary products for the tobacco, food, paper, metal and textile sectors, as well as to the marketing of chemical products and other industrial applications.

In addition, it has established an integrated policy for management systems based on the principles detailed below. The Management undertakes to promote them, ensure their compliance and conduct monitoring across all levels of the organisation and, where applicable, with respect to our suppliers and external clients.

1. Our primary goal is to guarantee the satisfaction of stakeholders while being environmentally friendly; and we are committed to ensuring our products and services fully meet the needs of clients and adhere to applicable regulations.
2. Our organisational and process structure is centred on customer service with an unparalleled calling for providing an optimal service and meeting clients' needs as swiftly as possible. We do this on the basis of best manufacturing practices, environmental protection and control of the risks inherent to our operations.
3. We strive to secure the commitment of the staff to the idea of quality as the core component to client satisfaction and motivation.
4. We work to achieve continuous improvement within the framework of our management system, enabling us to enhance its efficiency and be more effective at meeting the expectations of stakeholders, improving environmental performance and protecting the health and safety of all our employees, arranging and providing all necessary training, resources and means to this end, along with the relevant avenues for consultation and participation.
5. We consider the training of our employees to be an essential element in our company's culture. Our aim is to forge an appealing business project that offers career paths allowing our partners to develop personal and professional skills with a view to achieving high levels of motivation and performance.
6. We are committed to ensuring we adhere to all legislation in terms of health and safety at work applicable to our activity, and we also undertake to assess, manage and minimise risks and eliminate dangers to achieve continuous improvement in the health and safety of our employees and workers belonging to outside companies. We foster a positive work atmosphere in the company and encourage a balance between working and family life. Moreover, we offer safe, healthy working conditions to prevent injuries and impairment to health associated with work. These are appropriate to the organisation and the specific nature of our risks and opportunities when it comes to health and safety at work.
7. We take environmental concerns into consideration in all our activities and those of our business partners, undertaking to respect applicable legislation as well as other commitments as established. We endeavour to prevent pollution and minimise any potential environmental impact from our operations as far as possible.

Signed: The Management

Date of issue

Rubí, 10 January 2023

Date of review

Rubí, 23 January 2023