

## Policy – Ravago Chemicals SA

RAVAGO CHEMICALS SA, company whose activity consists of handling, packaging, storage and distribution of basic chemical raw materials, intermediates, plastics, additives and specialties for the pharmaceutical industry, human and animal food, presents its Corporate Policy:

- Ravago Chemicals complies with the legal, regulatory and normative requirements that apply to its activity.
- With more than 600 employees spread over 38 sites around the world, all members of the Organization are committed to following the principles of Corporate Social Responsibility, and compliance with international standards such as **ISO 9001, ISO 14001, ISO 22000, HACCP, FAMI-QS, RSPO, GMP+B1**, etc... performing regular audits of all processes.
- All members of the Organization must be aware their responsibilities with respect to the following points in order to implement the Service Level required in the company's Mission.
- RAVAGO CHEMICALS SA seeks long-term relationships with all our customers , our employees, our external customers and our suppliers. With such long-term relationships comes trust and understanding and, we hope, many more years of profitable business.
- Satisfied customers are the basis upon which Ravago Chemicals SA has been built and we have the ambition to continuously improve our Customer Service by means of measurable tools.
- RAVAGO CHEMICALS SA is committed to the development of its operations to comply with the sustainability policy and promote its application throughout the supply chain.
- Maintaining good communication with all stakeholders (internal and external), ensuring that we have a detailed and structured view of all background information and requirements.
- RAVAGO CHEMICALS SA wants to reduce costs, increase operational efficiency and create a more effective relationship with its suppliers, through centralized Supply Chain activities.
- The consolidation of administrative functions within the Ravago Group such as invoice handling, reporting, IT management and Human Resources leads to cost savings and improved efficiency.
- RAVAGO CHEMICALS SA objectives depend on the overall commercial and service objectives of the business. These objectives are set once per year and will be routinely reviewed to ensure they reflect the evolving needs of our company and to continue satisfy our customers' requirements.
- RAVAGO CHEMICALS SA is a team made up of people, which is the most important resource to guarantee our future. For this reason, they must be qualified and receive continuous training in all aspects that affect the quality of the activities they carry out, the products they produce, the market they are active in and the service they offer to their customers.
- All employees will be monitored once a year. During this evaluation, the importance of the Quality of service is stressed. Also by means of regular meetings, all aspect of the business are controlled and corrective actions can be taken or installed to improve quality.
- Ensure compliance with all applicable regulatory requirements and other requirements to which the company subscribes (environmental, occupational safety, food safety, etc...) and pursue continuous performance improvement.
- All the necessary measures are taken to prevent pollution and minimize the environmental impact of our activity, as well as a sustainable use of the resources employed.
- RAVAGO CHEMICALS SA is committed to promoting a culture of food safety, involving the entire organization through training and awareness, thus ensuring the distribution of products that meets the needs of our customers in the food chain, and that is also safe and of high quality.
- This Policy will be adapted and revised according to the Company purposes, to make it understandable inside and outside the organization and for its continuous improvement.

Issued by: Filip Van Camfort