

## OCCUPATIONAL HEALTH AND SAFETY, QUALITY AND ENVIRONMENTAL POLICY

In Compañía Cibeles SA we have the strong and firm commitment to:

- Put Occupational Health and Safety first.  
There is no objective or priority more significant than the health of our contributors and those who visit and participate in our organization's activities. That is why we promote a healthy and safe work environment from a business strategy point of view, which involves and engages the entire Company.
- Protect the Environment, trying to prevent or minimize the environmental impact resulting from our activity and our products. We promote good practices throughout our production chain, distribution and its key players, as well as a responsible final disposal of waste generated throughout the life cycle of products. We also seek to optimize the use of natural resources in constant pursuit of efficient and friendly alternatives.
- Promote Quality Management as a tool and philosophy of our operational and strategic direction, developing a constant focus on the client and the perception of value of all our key partners. Our commitment to quality implies that the value chain is perceived as one, also attending to secondary activities because they all contribute to the constant and growing generation of trust to which we commit ourselves before our customers.
- Develop value-supported human management tools that foster capacities, leadership, teamwork, as well as formative, challenging and motivating environments in which each contributor is fully aware of the value they bring, the importance of management systems as solid resources, the value of technologies, and openness to innovation and is also able to internalize the philosophy of continuous improvement.
- A sincere openness and collaboration with the organization environment and the community, in an "inside out" approach, participating and promoting programs that enhance their development.
- Know, respect and comply with the laws and regulations in force, as well as manage our activities in an attempt to acquire these as well as international regulations and applicable best practices.
- Ensure the care and security of the infrastructure, assets, information and intellectual property of the organization.
- Adhere actively and with conviction to the Program for the Responsible Care of the Environment carried out by the Association of Chemical Industries of Uruguay (ASIQUR).
- Support a job well done based on the PROCALSEDAD-MA standard (PRoducción, CALidad, SEguridad y Medio Ambiente) that defines four interdependent and relevant factors for the long-term competitiveness of the organization (Production, Quality, Safety and Environment).