

# GENERAL POLICY

## VIDARA GROUP

---

Vidara S.A. is a company whose activity consists of the manipulation, packaging, storage, design, and distribution of basic chemical raw materials, intermediate products, plastics, specialty additives for human and animal food, as well as active pharmaceutical ingredients (APIs) and excipients for the pharmaceutical industry.

Our company follows all standards and principles of Corporate Social Responsibility and complies with all necessary regulations and certifications such as ISO 9001, ISO 14001, ISO 45001, ISO 22000, FAMI-QS, RSPO, ISCC+, HALAL, KOSHER, AEO (Authorized Economic Operator), GDP (Good Distribution Practice) FCA Ovocom, Responsible Care, ACS G-001(\*), ACS G-039(\*), and EcoVadis depending on the scope and local entity.

To realize this commitment, we will ensure the availability of the necessary resources and tools for:

- Raising awareness among all members of the Organization regarding their responsibilities concerning the company's Mission, Vision, and Values.
- Building solid and lasting relationships with our customers, employees, and suppliers. These relationships, built on trust and mutual understanding, are the foundation for profitable and sustainable growth.
- Continuously improving our Customer Service, utilizing measurement and analysis tools to guarantee service excellence.
- Optimizing its supply chain and administrative functions sustainably to reduce costs, increase operational efficiency, and improve relationships with its suppliers.
- Seeking innovation based on the constant development of new products to anticipate the demands of our customers and markets.
- Establishing annual objectives and periodic reviews of these, to ensure they are aligned with the company's business and service strategies and respond to the changing needs of our customers and markets.
- Investing in the continuous training of our employees and creating a safe and inspiring professional environment where they can thrive and provide exceptional service. All employees are evaluated annually, with significant attention paid to their performance in this area.
- Complying with all applicable regulatory requirements, both legal and those of other interested parties, as well as those requirements the company voluntarily subscribes to.
- Responsible management of environmental impact, including climate change and food waste, in line with current regulations and our certifications.
- Pursuing the continuous improvement of the management system for performance optimization.

# GENERAL POLICY

## VIDARA GROUP

- Carrying out the necessary actions to prevent fraud, counterfeiting, and adulteration of human and animal food products and products intended for pharmaceutical specialties, by implementing product defense measures against intentional risks, ensuring their protection throughout the entire chain.
- Promoting a culture of food and pharmaceutical safety, involving the entire organization through training and awareness, thus guaranteeing the distribution of products that satisfy the needs of our customers, meet the agreed requirements and specifications in the food chain, and are also safe and of high quality.
- Establishing effective communication channels for suppliers, customers, and other interested parties, disseminating this policy at all levels of the organization and making it available to those who require it.
- Guaranteeing product traceability from its origin to its destination, as well as ensuring the integrity of the data used to carry out the company's activities and functions.
- Ensure the traceability of products from their origin to their destination, as well as guarantee the integrity of the data used to carry out the company's activities and functions.
- Identifying, evaluating, and managing risks that may affect product safety, quality, and integrity at all stages of the supply chain, including transport, storage, and handling.
- Ensuring that our products respect Halal and Kosher principles, offering safe and reliable solutions to meet the cultural and religious needs of our customers.
- Ensuring that personnel are trained, facilities meet hygienic requirements, and raw materials are compliant, applying preventive measures and documented controls to avoid cross-contamination between Halal and Haram products, complying, when necessary, with the GSO 2055 standard.

This Policy will be adapted and reviewed in accordance with the Company's purposes, to make it understandable within and outside the organization and for its continuous improvement.

**Issued by:** Tomas Keisers

(\*) Certificates regarding the auto control system awarded by Belgian food and feed authorities.