

QUALITY AND ENVIRONMENTAL *POLICY*

Eurofragrance is a privately owned company founded on family values in Barcelona in 1990, which designs, manufactures and markets the highest quality fragrances for global brands in fine perfumery, home, personal and air care.

Driven by a passion for perfume and the entrepreneurial spirit of our founders, Eurofragrance grew first in Europe and the Middle East, before venturing into Asia and the Americas. The company is now represented on five continents, operating our own plants in Spain, Singapore and Mexico. Eurofragrance's international network of Creative Centers and its excellent manufacturing capabilities enable us to create and distribute fragrances worldwide. Over the years, we have cultivated long-lasting relationships and have grown hand in hand with our partners.

In order to continuously improve all our processes and the management of quality and environmental issues, we issue this Policy based on the following principles:

Partners in fragrances

Our purpose is to design and manufacture fragrances that enhance our clients' brands and build consumer loyalty. We are a B2B company fully dedicated to our customers, with a particular focus on the production of high-quality perfumes for fine fragrances, home and personal care products.

Creativity and innovation

Perfumery is an inventive business. Creativity is part of our daily life and how we overcome challenges. We don't just value creativity; we enable and nurture it from the perfumer's laboratory all the way to the compounder's workstation on the plant floor.

A people-centric culture

We firmly believe in the value of people and their ability to make decisions and implement actions that will make for a better and more efficient company. Toward this end we:

- Promote professional development and growth by facilitating the training and professional advancement processes of our employees.
- Ensure the well-being of employees, fostering their motivation, enabling them to develop their full potential at work and provide them with appropriate health care and a safe work environment.

Stakeholder engagement

We are firmly committed to meeting the needs and expectations of customers and other stakeholders, and we strive to:

- Ensure the quality of the products and services provided, meeting the requirements and needs of our customers in order to obtain their total satisfaction
- Implement mechanisms to guarantee the security of the services and products we offer
- Follow legal compliance and applicable regulations as a strategic process
- Disclose information in an accurate and timely manner

- Establish a balanced, transparent and clear relationship with all stakeholders
- Differentiate ourselves from larger companies through our reactivity, agility and drive to build strong long-term partnerships

Towards continuous improvement

The spirit of improvement that permeates the team underpins the continuous improvement of the company's processes.

A priority on sustainability

At Eurofragrance, we believe that when it comes to taking sustainability actions, tomorrow is too late; the future is now. As such, the company is committed to responsible environmental management and the protection of natural ecosystems, as well as complying with and respecting due diligence and adhering to environmental legislation where we are present. In addition, we promote efficient energy management systems, responsible and circular resource management and incorporate measures to promote responsible waste management.

Looking ahead, we aim to create a better world for all. We have unbending commitment to sustainability and have identified several fronts on which we can have a positive impact. Our six main sustainability fronts are:

- Health and safety
- Responsible sourcing
- Energy efficiency
- Water management
- Products
- Diversity and equity

This policy lays the foundations for the creation and implementation of present and future programs and actions, on the basis that they are oriented towards quality and sustainable production that cares for the environment, society and protects its economic viability.



Laurent Mercier

Chief Executive Officer

19.04.2022