

GLOBAL OCCUPATIONAL HEALTH AND SAFETY POLICY

BY EUROFRAGRANCE

As a company dedicated to the creation, production and distribution of fragrances, at Eurofragrance we have made Occupational Health and Safety a priority. Our commitment to this matter is total; it is reflected in our corporate strategy and in all our activities.

Consequently, this has prompted us to issue and implement an Occupational Health and Safety Management System that ensures that we meet the highest Health and Safety standards. Our policy reflects the general guidelines and objectives that guide our efforts.

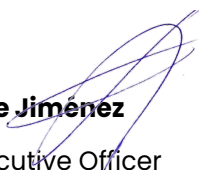
Our Health and Safety Policy is based on a set of principles that establish that:

- We are at the service of our workers, customers and community, committed to society and the health of all the people in our organization, complying with applicable legislation and other requirements that the organization subscribes to, such as the United Nations Global Compact and the IFRA–IOFI Sustainability Charter.
- We assume the need for continuous improvement in the management and performance of Occupational Health and Safety matters, guaranteeing a safe, healthy and inclusive work environment for all people, without distinction of gender, age or other characteristics.
- We are committed to eliminating hazards and reducing OSH risks, considering potential differences in the impact of risks according to gender and other personal conditions.
- We consider incidents and accidents that cause an injury to be operational errors and therefore should be avoidable. In the event of injuries, the causes and responsibilities must be identified, assessed, and addressed with appropriate measures to mitigate future risks.
- We listen to and value the voices of all working people, whose participation is essential for a safe and prosperous future.
- We carry out all activities without putting people's safety and health at risk, regardless of economic or productivity considerations.
- We incorporate the consideration of the effects of climate change on the work environment, evaluating and mitigating its impacts on the health and safety of our workers in all subsidiaries.

To carry out these principles, we have made the following commitments:

- Adopt actions based on prevention and continuous improvement to ensure the effectiveness of the Management System, promoting an inclusive and equitable safety culture, as well as providing a framework for the establishment of objectives in the field of Occupational Health and Safety.
- Require all people with leadership roles to guarantee safe and healthy conditions for their teams, assuming the responsibility of promoting Occupational Health and Safety standards with a gender perspective and environmental sustainability.
- Promote the use of established channels for the communication of problems, shortcomings or suggestions, ensuring that all voices are heard, considered and duly attended to in a timely manner by the person responsible.
- Guarantee the consultation and participation of all workers, informing them about the risks inherent to their jobs, including those derived from climate change, and training them on appropriate prevention measures.
- Cooperate and share information with our customers and suppliers on preventive matters and establish appropriate measures to facilitate such exchanges.
- To analyze and correct any situation that has caused or may cause potential damage or harm.

This policy reflects our commitment to a safe, healthy, equitable, and resilient work environment in the face of current and future challenges.

A blue ink signature of Joan Pere Jiménez, consisting of several overlapping loops and a long horizontal stroke.

Joan Pere Jiménez

Chief Executive Officer