SPANISH KITS company

POLÍTICA INTEGRADA

SPANISH KITS COMPANY firmly believes that comprehensive management must be guided by the principles of sustainable development, environmental protection, product and service quality, customer satisfaction, health and safety at work, and compliance with applicable legislation.
Management is aware of the importance to the company of its customers' needs and expectations; therefore, we are committed to providing the necessary resources to carry out the following activities:

"Cosmetic laboratory: storage, conditioning, import and labelling.
Marketing of products for humanitarian aid, hospitalization, and hygiene programs.
Marketing and storage of medical devices"

Our commitment to quality, in both products and services, as well as to the environment and occupational health and safety, has led us to establish a Comprehensive Policy that ensures compliance with the ISO 9001, ISO 14001, and ISO 45001 standards, as well as with applicable legal requirements.
Communication with stakeholders regarding quality, commitment to customers, the environment, occupational health and safety, risk prevention, social responsibility, ethical and conduct protocols, workplace harassment prevention protocols, and the promotion of sustainability practices to combat climate change leads us to establish the following principles:

- A willingness to identify the customer's needs and thereby improve the quality of products and services, to achieve customer satisfaction most efficiently.
- Continuous improvement as a fundamental principle of action; a proactive approach to implementing preventive measures rather than a reactive approach to corrective measures.
- The sustainable use of natural resources, examining our activities from a life-cycle analysis perspective, as well as designing products that are more respectful of the environment.
- Minimizing waste generation whilst committing to promoting its sustainable and appropriate management, to reduce environmental impact and thus help mitigate climate change.
- Promote the circular economy to help mitigate climate change.
- Consider, in our quality criteria, customer needs, legal requirements, environmental sustainability, and occupational health and safety. When assessing suppliers and contractors, we consider their commitment to a culture of quality, sustainability, environmental responsibility, and worker health and safety.
- Environmental commitment: minimizing our impact on the environment by offering sustainable products; to this end, we assess how climate change affects the system.
- We guarantee strict compliance with current legislation on health, safety, and labor rights, promoting a dignified, safe, and respectful working environment.
- To provide a safe and healthy working environment based on participation, communication, mutual respect, and non-discrimination on any grounds.

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- We are committed to operating under a strict code of ethics and conduct, ensuring that integrity, honesty and transparency form the cornerstones of all our processes and relationships with stakeholders.
- With a firm commitment to work ethics, integrity and honesty, we categorically reject any form of violence, harassment, exploitation or discrimination, ensuring full respect for human rights and the prohibition of forced and child labor throughout our value chain.
- To foster a culture of respect that ensures digital disconnection outside working hours, promoting rest periods and a healthy work-life balance
- To serve our customers by striving to achieve the highest levels of satisfaction through meeting their requirements and complying with legal regulations.
- Provide a framework for setting objectives.
- Continuous improvement, considering risks and opportunities that may affect the conformity of products and services and the ability to increase the satisfaction of all stakeholders.
- Promote transparent and effective internal and external communication regarding the commitments undertaken, to maintain responsible integrated management.
- We raise awareness amongst the organization's staff of the importance of effective integrated management and compliance with requirements, to reinforce continuous improvement.
- To guarantee freedom of association and collective bargaining, and to commit to consulting and involving workers and their representatives, where applicable.
- To inform and train workers on the risks inherent in their work, as well as on the means and measures to be taken to prevent them. A commitment to protect against damage to health and to prevent harm arising from the company's activities.
- Commitment to providing safe and healthy working conditions to prevent work-related injuries and ill health, and a commitment to eliminating hazards and reducing risks, protecting workers from external weather conditions caused by climate change.
- Promotion of healthy habits to improve physical, psychological, and mental well-being.

Through dissemination and updating, the Management is committed to ensuring compliance with this policy, as well as to providing the materials and resources necessary for its implementation and maintenance.
This policy is published on our website and is available to interested parties.

San Fernando de Henares, September 16, 2025

José Ramón Saiz de Soto
Chief Executive Officer

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