

T.G.B. S.A.	POLICIES INVOLVING QUALITY, THE ENVIRONMENT, HR, LEGAL COMPLIANCE AND FOOD SAFETY	Annex: 1 Date: 16/01/2020 Revision: 04 Page 1 of 3
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TGB, SA, is dedicated to the printing and finishing of flexible packaging, labelling and direct marketing hereby implements this combined policy in relation to matters of quality, the environment, legal compliance, human resources and food safety.

The company's main objective is to provide products and services to its customers in accordance with the customer's legal and established requirements, and continuously improve the organization's quality, productivity and competitiveness in meeting all legal aspects and in compliance with established regulations, as detailed below:

- **Quality.**
- **The environment.**
- **Ethical integrity in each of the organization's activities.**
- **Legal compliance with aspects related to HR, work-related matters and safety.**
- **Food safety**

Management is committed to handling these policies in compliance with the following requisites:

The organization must maintain its competitiveness in all areas in the internal market and in exports.

In relation to quality

In terms of the policy on quality, management draws up, implements and maintains a binding quality management system for the organization's entire workforce, according to their function, whether it be commercial, technical, production or administration, in all those matters that directly or indirectly influence the quality of products and services offered.

The desire is to maintain an adequate internal work system that involves all personnel in attaining objectives and in the organization's continual improvement.

Activities and resources are managed as processes, and those processes as a system, and the company undertakes to meet its customers' current and future needs.

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In relation to environment

The company complies with current legal requirements of compulsory compliance in the EU, state and autonomous communities.

In relation to human resources

The organization declares that it meets the social and health and safety requirements for work-related matters based on the Declaration of the International Labour Organization (ILO) on the fundamental principles and rights of workers:

- *Workers are not prevented from freely associating with each other, choosing their representatives, or negotiating collectively with the company.*
- *Forced labour is not used.*
- *No under legal age personnel is used.*
- *Equal opportunities and treatment of workers are promoted.*
- *Working conditions do not endanger workers' health or safety.*

In relation to work-related matters

The company complies with current legal requirements on labour matters of compulsory compliance in the EU, state and autonomous communities.

Compliance with the current labour agreement within the graphic sector.

In relation to health and safety

The company has implemented a safety system (risk assessment, planning, training, control and follow-up), via a contract with an outsourced prevention service.

The company has hired a worker-health monitoring service.

In relation to business integrity or ethics

In the company's long history and in all its activities, it has not directly or via intermediaries practiced or permitted any practice of bribery or corruption either privately or publicly.

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In relation to food safety.

The company is committed to food safety, from management on through to every other area of the company.

The main objective is to maintain the highest level of quality and safety in all manufactured products, comply with current regulations and reduce the risk of microbiological, physical and chemical contamination.

Facilities and machinery are maintained in optimum conditions to guarantee that they do not pose a risk to consumer health.

A system of analysis of hazards and critical control points (HACCP) and a system of prerequisites, that make it possible to meet the requirements of FSSC 22000, is in place.

Based on all of the above, Mr. Manel Bartrolí, as the manager of TGB, SA, takes full responsibility for complying with the policies detailed in this document, approves them, undertakes to achieve the objectives defined, and declares them to be binding for all company personnel.

The Management

A handwritten signature in blue ink is written over a blue ink stamp that reads 'TGB, s.a.'.

January 2020