

As part of the ITW group, we operate under a differentiated business model that is an essential asset and a powerful performance driver. This model is founded on three pillars:

- **80/20:** we focus our resources on the 20% of products and customers that generate 80% of the results ("our 80").
- **Customer-focused innovation:** we develop solutions based on the real needs of the customer and the end market.
- **Decentralization:** we foster autonomy within a common framework, driving agility, innovation and a better response to our customers.

All our decisions are based on ITW's core values:

- **Integrity:** we act with honesty and consistency in all our operations.
- **Respect:** we value diversity and encourage the participation of all people.
- **Mutual trust:** we work with shared responsibility, fostering innovation and learning.
- **Shared risk:** we work as a team, sharing responsibility for the outcomes of individual risks and decisions.
- **Simplicity:** we apply the 80/20 principle to maximize efficiency and focus.

Our **strategic purpose** is to provide excipients and laboratory products of the highest purity to the most demanding customers in sectors such as pharmaceutical, healthcare and food, drawing on our experience in chemical purification processes in highly regulated environments and in collaboration with our preferred distributors (PDP – Preferred Distribution Partners).

The ITW Reagents Division, dedicated to manufacturing high-purity excipients and laboratory products, carries out its activities under an Integrated Management System (IMS) covering quality, occupational health and safety and environmental protection, aligned with our business strategy, our corporate values and the **context of the organization**, considering the associated **risks and opportunities**.

Our goal is to ensure sustainable growth, based on customer loyalty and operational excellence, providing the highest quality products to the pharmaceutical and laboratory sectors.

To this end, Management assumes the following commitments:

1. Quality and customer focus

- Supply products that consistently meet customer requirements and applicable regulatory requirements.
- Foster innovation geared towards customer needs and the continuous improvement of our processes.
- Maintain strong and lasting relationships with our key customers.

2. Occupational health and safety

- In compliance with all applicable regulations, provide safe and healthy working conditions to prevent injury and ill health.
- Eliminate hazards and reduce occupational health and safety risks.
- Promote the consultation and active participation of workers in the management system.

3. Environmental protection

- In compliance with all applicable regulations, protect the environment, including pollution prevention and the sustainable use of resources.
- Minimize the environmental impacts associated with our activities, products and services throughout their life cycle.
- Promote sustainable practices throughout the value chain, with special attention to aspects related to climate change.

4. Compliance and responsibility

- Comply with all legislation applicable to our products, and other requirements subscribed to by the organization regarding quality, environment, health and safety, and social responsibility.
- Act in accordance with the principles of integrity, respect, transparency and ethical responsibility in all our operations.

5. Continuous improvement

- Continuously improve the effectiveness of the Integrated Management System by setting and reviewing objectives and targets.
- Provide the reference framework for setting those objectives.
- Periodically assess the performance of the system and ensure its suitability to the context of the organization.

6. People and culture

- Foster a work environment based on respect, trust and professional development.
- Promote diversity, equal opportunities and staff engagement.
- Drive a culture of prevention and shared responsibility.

7. Supply chain and sustainability

- Promote a responsible supply chain that respects human rights and is free from unethical practices.
- Collaborate with suppliers and partners that meet high standards of quality, sustainability and responsibility.
- Support relevant international initiatives (such as RSPO) and comply with the specific requirements of our markets (for example, Halal).

Management commits to communicating this policy, ensuring its understanding within the organization and reviewing it periodically to guarantee its continued suitability, taking into account the needs and expectations of our interested parties.

This policy reflects our commitment to sustainability, ethics and respect for human rights.



Alberto López
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ITW Reagents Division