

CORPORATE POLICIES

INTEGRATED QUALITY, ENVIRONMENTAL, HEALTH, SAFETY AND GOVERNANCE

The **MMM Group** is committed to **sustainability** and **continuous improvement** in all our company operations and product developments, being **socially and environmentally responsible** and **compliant** with the United Nations goals and with the applicable legislation in the countries we deal and operate.

In this context we make the following commitments:

- Equal treatment and opportunities between men and women.
- Prioritize the satisfaction and loyalty of our **customers**.
- Provide the resources to develop the improvements and **innovation** in **MMM** performance, adapting and anticipating to new challenges and trends.
- Deliver top **quality** using best practices and best available technologies.
- Train and develop **MMM** team competence in all areas, to become the **benchmark**.
- Zero tolerance with criminal or acts or conducts.
- Establish constant, **collaborative**, and participative relationships with all stakeholders to reduce the emission of greenhouse gases in **MMM** operations and throughout the **life cycle** of the **MMM** products.
- Promote the efficient and sustainable protection of the **environment**, preventing and reduce the pollution, taking good care of the resources. Adapting to and mitigating climate changes.
- Ensure a **safe, healthy**, and collaborative working environment, being actively preventive, reducing risks and motivating participation of our employees.

Implement, review, and communicate these policies to everyone in the **MMM** team and make them available to the stakeholders.

A handwritten signature in blue ink, appearing to read "Jordi Priu Pont".

Jordi Priu Pont

CEO
Molins de Rei
January 12th 2023