INTEGRATED POLICY

Company · Quality · Environment · Labour Practices and Human Rights · Sustainable Procurement · Ethics

Amenities Pack integrates quality, environmental responsibility, ethical conduct, respect for people and supply chain sustainability into the way it manages its activities. This policy establishes a common framework for action and communication.

This policy applies to Amenities Pack S.A., its management and its workforce, and, where appropriate, to suppliers, partners and other third parties through requirements proportionate to the relationship.

Corporate principles

- Comply with the legislation and other requirements applicable to our activities.
- Act with integrity, responsibility, respect and transparency.
- Focus our activities on customer satisfaction and continuous improvement.
- Prevent environmental impacts and use resources responsibly.
- Respect human rights, equality, and the dignity and safety of people.
- Incorporate ESG criteria into procurement and supplier relationships in proportion to risk.
- Listen to stakeholders and take their input into account to improve management.
- Communicate this policy transparently and encourage dialogue and the exchange of proposals with interested parties.

Quality policy

Amenities Pack directs its management towards ensuring the quality, safety, conformity and reliability of its products and services, regarding Quality as a strategic element of the organisation and promoting the involvement of its people in the management system.

- Understand, review and meet customer requirements, as well as applicable legal, regulatory and technical requirements, before making commitments.
- Comply with GMP (Good Manufacturing Practices for Cosmetics) in all processes involved in the manufacture of cosmetic products, applying the requirements and controls appropriate to each activity and maintaining the necessary evidence of compliance.
- Control the processes and suppliers that may significantly affect quality, safety, conformity or continuity of supply.
- Ensure the quality of the products and services supplied, handling incidents and complaints in a traceable manner and using their analysis to prevent recurrence and improve processes.
- Maintain the information and documentation needed to demonstrate, where applicable, the conformity of products, services and processes.
- Continuously improve processes, effectively assigning roles and responsibilities.
- Provide the human, technical, material and infrastructure resources needed to achieve the defined quality standards and maintain an effective management system.
- Raise awareness among, train and motivate our professionals regarding the importance of quality, GMP and continuous improvement.

Environmental policy

Amenities Pack systematically integrates environmental protection and pollution reduction into its activities, applying measures proportionate to its impacts and seeking to use the best available techniques and practices appropriate to its context and capacity to act.

- Comply with applicable legal and other environmental requirements, including commitments made to interested parties where applicable.
- Prevent pollution. Amenities Pack is committed to implementing the technical, organisational and human resources reasonably necessary to prevent and control any pollution that may arise from its activities, addressing its causes and reducing environmental impacts wherever possible.
- Make sustainable use of natural resources by using water, energy, raw materials and other materials rationally and efficiently; avoiding unnecessary consumption and waste; improving their yield; and promoting, where feasible, the use of renewable energy and lower-impact alternatives.
- Promote energy efficiency, the responsible use of resources and the progressive reduction of greenhouse gas emissions associated with our activities, setting targets and indicators to contribute to climate change mitigation.
- Prevent waste generation and properly manage the waste produced, favouring, where technically and economically feasible, its reuse, recycling, recovery and valorisation.
- Control the substances and chemical products used in our activities and apply the necessary measures to reduce the risks associated with their storage, handling, use and disposal.
- Take environmental criteria into account when selecting materials, products, services, purchases and suppliers, in proportion to their relevance and risk.
- Promote, where technically and commercially feasible, packaging and conditioning solutions that support reduced material consumption, reuse, recyclability and the circular economy, advising customers on the selection of alternatives with a lower environmental impact.
- Consider the environmental impacts associated with the life cycle of products and services, including resource consumption, waste generation and other relevant impacts.
- Act responsibly with regard to the environmental impacts for which the company is directly responsible, implementing measures to manage, control and reduce them.
- Continuously improve the effectiveness of the Environmental Management System and set measurable environmental objectives.
- Promote environmental awareness and training, good practices and the participation of workers and other relevant interested parties.

Labour practices and human rights

Amenities Pack is committed to respecting the human and labour rights recognised by applicable legislation and to promoting decent, safe, healthy and respectful working conditions. These principles apply to our workforce, to relationships with third parties and to the supply chain.

- Comply with legislation on employment, social security, equality and occupational risk prevention, and with any other requirements applicable to employment relationships.
- Expressly reject child labour, forced or compulsory labour, human trafficking and any form of slavery, taking action on any relevant indication in accordance with internal procedures.

- Respect the dignity of people and promote equal opportunities and equal treatment, without discrimination on any grounds contrary to applicable legislation.
- Maintain a working environment free from harassment, violence, intimidation and disrespectful behaviour, providing appropriate channels for reporting possible breaches.
- Protect the health and safety of workers through risk identification, preventive measures, training, information and emergency response, in accordance with applicable obligations.
- Respect the applicable legal conditions regarding working hours, rest periods, pay, hiring, and workers' freedom of association and representation.
- Support training and professional development in proportion to the roles and needs of the organisation, keeping basic records of the training activities carried out.
- Promote work–life balance, wellbeing and a respectful working environment, within the company's organisational capabilities and the applicable legal framework.
- Apply responsible recruitment criteria both to direct hiring and to hiring through employment agencies or other labour intermediaries.

Sustainable procurement policy and ESG criteria

Amenities Pack incorporates sustainability criteria into its purchasing decisions in proportion to its size, activity and management capacity. The aim is to foster a responsible supply chain by considering environmental, labour and human rights, ethical and compliance aspects, alongside quality, service, availability and cost.

Principles applicable to the supply chain

- Compliance with applicable legislation and business conduct based on integrity.
- Respect for labour rights and human rights, including the rejection of child and forced labour.
- Safe and healthy working conditions.
- Prevention and reasonable reduction of environmental impacts.
- Rejection of corruption, bribery and fraud, and disclosure of relevant conflicts of interest.
- Protection of confidential information and personal data.

Code of ethics and conduct

Anyone acting on behalf of Amenities Pack must do so in accordance with the law and with integrity, respect, responsibility and transparency. Where applicable, these principles also guide the company's expectations of partners and third parties.

Anti-corruption and bribery. Offering, promising, requesting or accepting undue advantages is prohibited.

Conflicts of interest. Situations in which personal interests interfere with those of the company shall be avoided. Any actual or potential conflict shall be reported either in person via the suggestion box or electronically by email to "canaletico@amenitiespack.com".

Gifts and hospitality. No gifts or invitations that could influence decisions shall be offered or accepted. Reasonable courtesy gifts of low value may be accepted if they are lawful and appropriate.

Donations and sponsorships. These are only permitted for a legitimate purpose and with authorisation, and never to obtain undue advantages.

People and human rights. A respectful, safe and inclusive environment is promoted. Discrimination and harassment will not be tolerated.

Fair competition. Applicable competition and market rules shall be respected.

Confidentiality and data. Confidential information and personal data shall be protected in accordance with applicable obligations.

Ethics channel. Possible irregularities may be reported either in person via the suggestion box or electronically by email to “canaletico@amenitiespack.com”. Confidentiality shall be protected and no retaliation shall be permitted against reports made in good faith.

Management appoints the Environmental Manager to oversee the implementation of this policy. The policy shall be reviewed at least every two years or whenever significant changes occur in the organisation, its activities or its legal and sustainability requirements. Amenities Pack shall set and review annually measurable environmental objectives relating to energy and water consumption, waste generation and greenhouse gas emissions, periodically assessing the degree to which they are achieved.

Signed:

Eduardo Sugrañes, CFO

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