

ENVIRONMENTAL QUALITY AND R&D&I POLICY

Hermasa's policy has the ultimate goal of totally satisfying the stakeholders by designing, manufacturing and installing products that strictly comply with the legal and regulatory requirements and regulations in addition to the quality needs identified, as well as proving to current and potential clients the company's capacity to provide products that are always compliant with the required quality standards and with a compatible environmental impact.

Each and every one of the members of the Company (technical personnel, middle management, managers and top management) are committed to this purpose and, consequently, the company has developed and implemented the System for Managing Quality, the Environment and R&D&I, contained in this Manual, in compliance with the requirements of UNE-EN ISO 9001, ISO 14001 and UNE 166002 standards and having the following scope:

- Design, manufacturing and installation of machinery for canning production processes and processing of food products.
- R&D&I activities adapted to the requirements of the UNE 166002 standard regarding the design, manufacturing and installation of machinery for canning production processes and processing of food products.

The management of Hermasa has decided to implement an Integrated Quality Management, Environmental and R&D&I System with the aim of promoting the organisational development of the company, facilitating compliance with its strategic objectives in order to reach the final established objective, which is full satisfaction of the stakeholders. The following Management Policy has been established to materialise this commitment, and means and resources will be provided for its adequate development. All the requirements of the aforementioned standards are applicable to the system defined in Hermasa.

MISSION AND VISION

Hermasa's mission can be described as follows:

To be acknowledged leaders in the canning industry, becoming the principal global benchmark for the development and implementation of complete projects for canning factories.

Hermasa aims to be a market leader in the design, manufacturing and installation of canning production lines, as well as in the development and management of all the engineering necessary for building complete canning plants. All within the common objective of continuing as a competitive company that can satisfy the desires of owners and employees alike. This will always be carried out with the ultimate goal of achieving permanent client satisfaction.

Hermasa's vision can be described as follows:

To be a global benchmark in research, development and application of new processes contributing to technological progress in the canning industry, especially in the fish canning industry.

To achieve this vision, Hermasa has developed a strategy based on the results of an external and internal analysis of the organisation and on the needs and expectations that we have identified with regard to the stakeholders. The main lines of action in our strategy are as follows:

- To pursue innovation applied to canning machinery and manufacturing processes in order to meet the market needs.
- To increase our level of innovation by searching for radical novelties in critical process points.
- To be present in the world of fish canning in such a way that when a stakeholder thinks about developing a project, Hermasa will come to their mind.

GENERAL OBJECTIVES OF THE POLICY

- Compliance with the requirements of UNE-EN-ISO 9001, ISO 14001 and UNE 166002 standards in the development of our processes.
- Consideration of the needs, expectations and potential of all stakeholders.
- Strict compliance with the legal and regulatory requirements and/or the requirements of the clients and other stakeholders as well as those defined internally in the company.
- A strong commitment to the continuous training of our employees.
- Continuous improvement of products, services and the Organisation's management system.
- Continuous improvement of the company's image in the eyes of real as well as potential clients.
- Protection and exploitation of the results of R&D&I activities, in order to maintain and improve competitiveness and market position.
- Promotion of Hermasa's Management System Policy with regard to external stakeholders, with the aim of encouraging their compliance in the external sphere, promoting communication and transparency
- Encouraging teamwork, from Management to worker levels, both in prevention as well as analysis of problems and continuous improvement.
- Search for strategic technological and commercial cooperation to enable greater international penetration and expansion of our equipment, lines and new projects.
- Controlled development of processes, complying with all applicable legal as well as any other environmental requirements, promoting respect and protection of the environment in all processes and at all levels.
- Ensure pollution is controlled and reduced as much as possible.

The common goal of all the workforce of Hermasa is the continuous improvement of

our Integrated System.

With the aim of developing Hermasa's Policy in a timely manner, the Management, responding to the interests, needs and potential of the stakeholders, establishes annual objectives with regard to Quality Management, the Environment and R&D&I, which will be reviewed at the same time in which the system is reviewed by Management.

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