

## **OCCUPATIONAL HEALTH AND SAFETY, ENERGY, ENVIRONMENT AND QUALITY POLICY**

Our goal at APC Europe is to meet the needs of our customers, both those who purchase our products and those who contract our blood collection services.

As a company specialised in the design, manufacture, distribution and marketing of animal blood derivatives for use in human nutrition (Granollers), animal nutrition and other technical applications (Granollers and Villarrobledo), APC Europe's management is committed to **continuous improvement** of the company's quality and energy efficiency, with a clear interest in fostering environmental protection in all our activities within the appropriate scopes in the Management System (MS), in furthering the Prevention of Occupational Hazards, eliminating hazards and reducing risks, and continuous improvement of Health and Safety conditions at work, and in fulfilling our customers' requirements, evaluating needs with the purpose of ensuring ongoing improvement and satisfaction.

APC Europe is aware of the sensitivity to social issues shared by our customers and by society in general, of the growing energy and environmental problems we face, and, as an advocate of sustainable development, it undertakes to use the energy sources available more efficiently, contributing to environmental protection and preservation in all its activities.

APC Europe undertakes to **observe and comply** with all the EU, national, regional and local laws that are applicable to the organisation, particularly in the areas of human and animal food safety, environmental preservation, energy efficiency and occupational hazards prevention. The Senior Management will take all the necessary steps to ensure that APC Europe's production conditions and products comply at all times with legal requirements and the provisions of the GMP+ Certification Scheme for the Animal Feed Sector and FSSC 22000 for human nutrition.

APC Europe's Senior Management undertakes to establish and continually update a **Management System**. This system is essential for preventing disasters and their harmful consequences on customers and other stakeholders in the supply chain and on the environment.

APC Europe works to continuously improve its competitiveness and efficiency and, as part of this task, it has implemented a documented MS complying with the requirements established in the standards ISO9001, ISO14001, ISO50001 and OHSAS18001 (ISO45001), particularly with respect to process management and continuous improvement, and the standards FSSC22000 and GMP+. The Senior Management undertakes to implement the actions defined in GMP+ and FSSC22000 when the products do not meet the requirements established by these standards, in spite of the precautionary measures that have been adopted.

The company's most important asset is its people who, through their effort, dedication and ideas, help the Company achieve the level of competitiveness that our market demands.

In order to put these principles into practice, the Management intends to:

- Implement the necessary measures to optimise energy use and prevent pollution or, when this is not possible, minimise pollutant emissions.
- Systematically reduce waste, recycling and reusing it whenever possible, and to make efficient use of natural resources and raw materials, supporting the procurement of energy-efficient products, designs and services.
- Accept the undertaking to lead, develop and implement an Integrated Management System, at all levels of the company, as a means for protecting the integrity and health of people, facilities, environment and product quality. The Management undertakes to comply with all the legal and other requirements that the organisation may subscribe to.
- Establish procedures for regular review of the level of compliance with this health and safety, energy, environment and quality policy, and take corrective measures when cases of non-compliance are detected.
- Define and periodically review the **objectives and targets** that are set in compliance with this policy, guaranteeing and providing the necessary and appropriate resources within the process for continuous improvement of our performance.
- Disseminate the policy among employees, suppliers, subcontractors and other stakeholders, ensuring availability of the information needed to attain the objectives and targets, and work for their fulfilment.
- Train and make employees aware of the possible energy and environmental issues that may arise, actively engaging them in applying our policy in all their activities.
- Integrate the policy in the company's administration, that is, in the activities and decisions deployed in its technical processes and in the organisation of the work, at all levels of the company's hierarchy. Commit to ensuring an adequate work environment, with equal opportunities in the workplace, fostering professionalism and balancing work and family life, guaranteeing a commitment for the consultation and participation of the workers, and when they exist, of the workers' representatives.
- Regularly update a Management System that is aligned with the nature, scale, quality, work safety, energy use and environmental impacts of our activities and services. The Management System becomes a responsibility for EACH INDIVIDUAL who works at the company, helping to improve working conditions through their collaboration and participation, helping to improve and provide safe and healthy working conditions for the prevention of injuries and deterioration of health.

Lastly, it is its declared wish for the entire organisation to take part actively in the Management System's development and to assist in its implementation, in which each individual plays the part that corresponds to them.

Albert Gibert

Managing Director

Date approved: 28/01/2020



## **POLÍTICA DE SEGURIDAD Y SALUD LABORAL, ENERGÉTICA, MEDIOAMBIENTAL Y CALIDAD**

APC Europe tiene como objetivo la satisfacción de las necesidades de nuestros clientes, tanto los que adquieren nuestros productos, como los que contratan nuestros servicios de recogida de sangre.

La Dirección de la empresa APC Europe, cuya actividad es el diseño, fabricación, distribución y comercialización de derivados de sangre animal para su uso en alimentación humana (Granollers), alimentación animal y otras aplicaciones técnicas (Granollers y Villarrobledo), manifiesta su compromiso de **mejora continua** de la Calidad, del desempeño energético, su decidido interés por impulsar la protección del Medio Ambiente en todas nuestras actuaciones dentro de los alcances correspondientes en el Sistema de Gestión (SG), por impulsar la Prevención de los Riesgos Laborales, eliminando peligros y reduciendo riesgos, y la mejora continua de las condiciones de Seguridad y Salud en el trabajo y el cumplimiento de los requisitos de nuestros clientes evaluando las necesidades con el fin de una mejora y satisfacción continua.

APC Europe es consciente de la sensibilidad de la sociedad y de nuestros clientes en relación con los temas sociales, de la creciente y actual problemática energética y medioambiental y, como partidario del desarrollo sostenible, se compromete a realizar un uso más eficiente de las fuentes energéticas disponibles, colaborando así en la prevención, protección y conservación del Medio Ambiente en todas sus actividades.

APC Europe se compromete a **respetar y cumplir** toda la legislación aplicable a la organización, a nivel Europeo, Estatal, Autonómico y Local, especialmente en el ámbito de la seguridad alimentaria humana y animal, del respeto al medio ambiente, del desempeño energético y de la prevención de riesgos laborales. La Dirección General hará todo lo necesario para asegurar que las condiciones de producción y los productos de APC Europe cumplen en todo momento con los requisitos legislativos y con lo estipulado en el Esquema de Certificación GMP+ para el Sector de Alimentación Animal y FSSC 22000 para la alimentación humana.

La Dirección General de APC Europe se compromete a establecer y mantener al día un **Sistema de Gestión**, el cual es crucial para prevenir desastres y sus consecuencias negativas en los clientes y demás implicados en la cadena de aprovisionamiento, así como el medio ambiente.

APC Europe trabaja buscando mejorar continuamente su competitividad y eficiencia y para colaborar en este sentido tiene implantado un SG documentado según los requisitos establecidos en las normas ISO9001, ISO14001, ISO50001 y el estándar OHSAS18001 (ISO45001), en especial la gestión por procesos y la mejora continua, y de las normas FSSC22000 y GMP+. La Dirección General se compromete a tomar las acciones establecidas en GMP+ y FSSC22000 cuando los productos no cumplen los requisitos establecidos por ellas a pesar de las medidas de precaución establecidas.

El activo más importante de la empresa es el conjunto de personas que, con la aportación de sus esfuerzos, dedicación e ideas, contribuyen a que la Empresa alcance el nivel de competitividad que nuestro mercado demanda

Para llevar a la práctica estos principios, la Dirección se propone:

- Adoptar las medidas necesarias para optimizar el uso de la energía y prevenir la contaminación o, cuando ello no sea posible, reducir al mínimo las emisiones contaminantes.
- Reducir sistemáticamente los residuos, reciclándolos y reutilizándolos siempre que sea posible, así como utilizar de manera eficiente los recursos naturales y materias primas, apoyando la adquisición de productos, el diseño y servicios energéticamente eficientes.
- Asumir el compromiso de liderar, desarrollar e implantar un Sistema de Gestión Integrada, en todos los niveles de la jerarquía, como medio para proteger la integridad y salud de las personas, instalaciones, medio ambiente y calidad de los productos. La Dirección se compromete a cumplir todos los requisitos legales y otros requisitos que pudiera suscribir la organización.
- Establecer procedimientos para la revisión periódica del cumplimiento de la política de seguridad y salud, energética, medioambiental y de Calidad, así como para la aplicación de medidas correctoras ante los incumplimientos detectados.
- Definir y revisar periódicamente los **objetivos y metas** establecidos en cumplimiento de esta política, garantizando y proporcionando los recursos necesarios y adecuados dentro del proceso de mejora continua de nuestra actuación con respecto al desempeño.
- Difundir la política entre los empleados, proveedores, subcontratistas y otras partes interesadas, asegurando la disponibilidad de la información necesaria para alcanzar los objetivos y las metas e impulsar su cumplimiento.
- Formar y concienciar a sus empleados sobre los posibles aspectos energéticos y medioambientales que se puedan generar, haciéndoles partícipes del respeto de nuestra política en todas sus actividades.
- Integrar la política en la gestión de la empresa, es decir, en el conjunto de actividades y decisiones, tanto en los procesos técnicos, en la organización del trabajo, como en todos los niveles de la línea jerárquica. Comprometerse con un adecuado clima laboral, con la igualdad de oportunidades en el ámbito laboral, el desarrollo de la profesionalidad y la conciliación de la vida familiar y laboral garantizando un compromiso para la consulta y participación de los trabajadores, y cuando existan, de los representantes de los trabajadores.
- Mantener al día un Sistema de Gestión apropiado a la naturaleza, magnitud, calidad, seguridad laboral, usos energéticos e impactos medioambientales de nuestras actividades y servicios. El Sistema de Gestión pasa a ser una responsabilidad de TODOS y CADA UNO de los que trabajamos en la empresa, cuya colaboración y participación ayudarán a mejorar y proporcionar unas condiciones de trabajo seguras y saludables para la prevención de lesiones y deterioro de la salud.

Finalmente, manifiesta su deseo de que toda la organización se implique en el desarrollo del citado Sistema de Gestión, colaborando en la implantación del mismo y asumiendo cada cual las obligaciones que le correspondan.

Albert Gibert

Director General

Fecha de aprobación: 28/01/2020



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## **INTEGRATED MANAGEMENT SYSTEMS POLICY**

Our goal at Regal Processors is to meet the needs of our customers, both those who purchase our products and those who contract our blood collection services.

As a company specialised in the design, manufacture, distribution and marketing of animal blood derivatives for use in animal nutrition and other technical applications, Regal Processors management is committed to **continuous improvement** of the company's quality and energy efficiency, with a clear interest in fostering environmental protection in all our activities within the appropriate scopes in the Management System (MS), continuous improvement of our Environmental System, and in fulfilling our customers' requirements, evaluating needs with the purpose of ensuring ongoing improvement and satisfaction.

Regal Processors is aware of the sensitivity to social issues shared by our customers and by society in general, of the growing environmental problems we face, and, as an advocate of sustainable development, it undertakes to use the energy sources available more efficiently, contributing to environmental protection and preservation in all its activities.

Regal Processors undertakes to **observe and comply** with all the EU, national, regional and local laws that are applicable to the organisation, particularly in the areas of animal food safety and environmental preservation. The Senior Management will take all the necessary steps to ensure that Regal Processors production conditions and products comply at all times with legal requirements and the provisions of the GMP+ Certification Scheme.

Regal Processors Senior Management undertakes to establish and continually update a **Management System**. This system is essential for preventing disasters and their harmful consequences on customers and other stakeholders in the supply chain and on the environment.

Regal Processors works to continuously improve its competitiveness and efficiency and, as part of this task, it has implemented a documented Management System complying with the requirements established in the standards ISO9001 and ISO14001, particularly with respect to process management and continuous improvement, and the standards of GMP+. The Senior Management undertakes to implement the actions defined in GMP+ when the products do not meet the requirements established by these standards, in spite of the precautionary measures that have been adopted.

The company's most important asset is its people who, through their effort, dedication and ideas, help the Company achieve the level of competitiveness that our market demands.

In order to put these principles into practice, the Management intends to:


- Implement the necessary measures to optimise energy use and prevent pollution or, when this is not possible, minimise pollutant emissions
- Systematically reduce waste, recycling and reusing it whenever possible, and to make efficient use of natural resources and raw materials, supporting the procurement of energy-efficient products, designs and services.
- Accept the undertaking to lead, develop and implement an Integrated Management System for environment and product quality at all levels of the company, as a means of protecting the facilities, environment and product quality. The Management undertakes to comply with all the legal and other requirements that the organisation may subscribe to.
- Establish procedures for regular review of the level of compliance with this environment and quality policy and take corrective measures when cases of non-compliance are detected.
- Define and periodically review the **objectives and targets** that are set in compliance with this policy, guaranteeing and providing the necessary and appropriate resources within the process for continuous improvement of our performance.
- Disseminate the policy among employees, suppliers, subcontractors and other stakeholders, ensuring availability of the information needed to attain the objectives and targets, and work for their fulfilment.
- Train and make employees aware of the possible environmental issues that may arise, actively engaging them in applying our policy in all their activities.
- Integrate the policy in the company's administration, that is, in the activities and decisions deployed in its technical processes and in the organisation of the work, at all levels of the company's hierarchy.
- Regularly update a Management System that is aligned with the nature, scale, quality and environmental impacts of our activities and services.

Lastly, it is its declared wish for the entire organisation to take part actively in the Management System's development and to assist in its implementation, in which each individual plays the part that corresponds to them.

Simon Mc Adoo

General Manager

Date approved: 07/04/2020

 APC-Polska Sp. z o.o.	<b>Integrated Management System Manual</b>	<b>PAGE</b>	<b>18</b>
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### 3.3.3. Integrated Management Policy Statement

APC-POLSKA Sp. z o. o. has been on the Polish market since 1999, the main activity is production of and trade in feed materials (spray-dried blood). The quality and safety of our products and feeds depend, to a large extent, on the quality of raw materials. Therefore, we require from our raw material suppliers, good quality and safety assurance that meets our requirements. We want to cooperate with them on partnership principles. In addition, environmental protection is an important aspect of the company's operations, hence our goal is: to include our business partners in the company's pro-ecological activities.

Taking into account and respecting the values of the natural environment, quality and safety of feed as well as health and safety at work, we set ourselves the following goals:

- providing efficient and reliable customer service, especially in scope of high quality and safety of the offered products that impact on feed safety, which is always compliant with the legal regulations in force and accepted procedures of the integrated quality management system, environmental management, feed safety management and health and safety of work management,
- improving employee awareness of feed safety through the process of employee training improvement,
- continuous improvement of work health and safety and prevention of accidents at work, occupational diseases as well as potential accidental events through prevention and investing in technical work safety,
- enhancement qualifications and taking into account the role of employees and their involvement in activities for the benefit of health and safety at work, fire protection and health protection,
- rational use of raw materials, other materials, fuels, energy, water and prevention of natural environment pollution,
- improving the environmental awareness of all employees and engaging them to propagate and apply the principles of environmental protection,
- **implementation by the end of 2019 of health and safety management system based on the requirements of the OHSAS standard, and an environmental management system based on the requirements of the PN-EN ISO 14001:2015 standard.**

The above-mentioned goals are achieved by appointing the Integrated Management System Representative and implementing, maintaining and continuing improvement of the Integrated Management System based on the requirements of the following standards: PN-EN ISO 9001:2015, PN-EN ISO 14001:2015, OHSAS 18001:2007, GMP + B1

All employees have the opportunity to actively submit corrective actions or improvements, and they can participate in the planning, implementation, maintenance, controlling, corrective actions and any other activities for continuous improvement, carried out as part of the Integrated Management System in APC-POLSKA Sp. z o.o.

The most important element of our organization are competent and qualified employees, who are aware of the goals we want to achieve, knowing their responsibilities, rights and limitations resulting from the requirements of the implemented Integrated Management System, all employees of APC-POLSKA Sp. z o.o. are obligated to raise qualifications through active participation in internal and external trainings.

Due to the nature of our activities, employees of APC-POLSKA Sp. z o.o. are obligated to confidentiality in accordance with the requirements of law, contracts with Customers and our Integrated Management System. This policy is available to all interested parties inside and outside the Company.

The Operational Director and each employee on its workplace are responsible for complying with the Integrated Management System policy and management system procedures of APC-POLSKA Sp. z o.o.