

ITW Reagents Division is a Division of the ITW Company that manufactures and sells Laboratory Reagents for Analysis and Fine Chemicals.

The Division has centers in Darmstadt (Germany), Castellar del Vallès (Spain), Milan (Italy).

The main objective of the Division is, by using the Business Model of the Company, and always taking as a reference the Values of the same, being a reference partner and growing in the markets it serves. Therefore, we have edited this policy that reflects accurately the context of the company, and the commitment in these areas:

1. The health and safety of our employees
2. The quality of our products and service to our customers
3. The protection of the environment and the sustainable use of resources
4. Strict compliance with applicable requirements
5. Continuous improvement is an essential part of our culture in all areas of operation

We understand that the five previous commitments are fully compatible. Compliance with our internal rules and with the legal and regulatory applicable requirements related to these areas is part of our daily activities.

These commitments are reflected in the following policies, as support for the strategic direction of the company:

- Safety and Quality are essential to achieve the objectives of the Business.
- All existing and potential risks and hazards are identified and controlled:
 - Environmental, safety, quality and innocuousness.
 - The objective is to eliminate them all to ensure 0 accidents and 0 incidents.
 - To this end, all areas and processes of the company are analyzed such as production, quality control, storage, logistics, design of new facilities, maintenance, purchasing, suppliers, subcontractors, training and the necessary actions are taken.
- The quality levels of our products and services are defined and respected in accordance with the expectations of our customers and their degree of satisfaction is regularly analyzed.
- We promote optimal consumption of all resources (services and products) and waste minimization is a target. The waste we cannot avoid producing is managed properly.
- All managers must promote reconciliation of work and family. Preventive and control measures are adopted to reduce unnecessary absenteeism.
- Management is committed to consult and encourage the active participation of employees in risk prevention, quality assurance, occupational health and safety management and environmental protection.
- We actively use, at all levels of the organization, the ITW Toolbox to achieve the simplification that produces the necessary focus on strategic objectives. This practice results in the rationalization of the organization and the optimization of processes.
- All employees are individually and collectively responsible for the behaviour of the company.

We evidence the accomplishment of this policy by achieving objectives established from this reference framework. Audits are carried out in order to assure compliance with this Policy.

This Policy is published to communicate our commitment to all employees and those working on behalf of ITW Reagents Division.

It is available to all interested parties and applied within our organization.



Joan Roget
Vicepresident & General Manager
ITW Reagents Division