

TEKNOKROMA'S SUSTAINABILITY AND CORPORATE RESPONSIBILITY POLICY

1. Introduction

TEKNOKROMA Analítica, S.A. integrates sustainability, business ethics and social responsibility into all its operations. We are a company dedicated to the manufacture of consumables for chromatography and the commercialization of products, reagents and instruments for diagnostic, clinical, industrial and research laboratories.

Our sustainability strategy is based on:

- The **Ten Principles of the United Nations Global Compact**, to which TEKNOKROMA formally adheres.
- The Sedex/SMETA **international standards**.
- The Sustainable **Development Goals (SDGs) framework**.
- The four company-specific policies:
 - Environmental Policy
 - Labor Practices and Human Rights Policy
 - Ethics and Compliance Policy
 - Sustainable Procurement Policy

These policies develop in detail the general framework defined in this document and are applicable to all units of the organization.

Note: this policy is complemented by the Environmental Management Plan and/or the Integrated Management System, where specific goals are established.

2. International accessions and commitments

To reinforce our external commitment to sustainability, TEKNOKROMA explicitly declares its commitment to:

- **United Nations Global Compact — Ten Principles**

Commitment in the areas of human rights, labor standards, environment and anti-corruption.

- **Sedex/SMETA — Social and Ethical Auditing Standards**

We are committed to the SMETA pillars:

- Health and safety
- Labor rights
- Business ethics
- Environment

- SDG – United Nations Sustainable Development Goals

We align our actions with priority SDGs:

- SDG 3 Health
- SDG 5 Gender equality
- SDG 8 Decent work
- ODS 9 Industria e innovación
- SDG 12 Responsible Production
- SDG 13 Climate action

3. General principles of action

3.1 Human Rights and Labor Practices

TEKNOKROMA guarantees:

- Respect for internationally recognized human rights.
- Prohibition of child labor, forced labor or any form of exploitation.
- Equal opportunities, diversity and inclusion.
- Freedom of association and collective bargaining.

These principles are developed in the **Labor Practices and Human Rights Policy**.

3.2 Health and Safety

We provide a safe and healthy environment in compliance with current legislation, reinforced by training and prevention programmes included in our internal policies.

3.3 Environment

We commit to:

- Reduce our environmental footprint, emissions and waste.
- Use resources efficiently.
- Comply with current environmental regulations.
- Implement improvements aligned with ISO 14001 standards.
- Integrate circular economy principles.

The strategic lines, goals and indicators are included in the **Environmental Policy** and are managed through the Integrated Management System.

3.4 Business Ethics

TEKNOKROMA maintains zero tolerance for:

- Bribe

- Corruption
- Conflicts of interest
- Money laundering

We apply controls, audits and reporting channels set out in the **Ethics and Compliance Policy**.

3.5 Sustainable Procurement

We prioritize ESG-compliant suppliers and encourage responsible procurement by:

- Environmental, social and ethical clauses
- Periodic evaluations
- Promotion of environmentally sustainable products and services

Developed in the **Sustainable Procurement Policy**.

4. Integration with internal standards

This Policy is supplemented by:

- Code of Ethics and Conduct
- Commitment to action by TK workers
- Criminal Risk Prevention Program
- Whistleblowing Channel

5. Review and continuous improvement

The policy will be reviewed when legislative, regulatory or strategic changes require it. It will be supported by internal and/or external audits, sustainability indicators and the results of the Integrated Management System.

Signed:

R. Nadal President of the Board of Directors

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