

SUSTAINABILITY AT GRUPO FERTIBERIA (Integrated QHSE Policy and Product Stewardship)

Our Ambition is Zero Harm!

At Grupo Fertiberia, sustainability is a cornerstone of our entire value chain. We promote the sustainability of our business by:

- Protecting people.
- Protecting and maintaining our assets.
- Minimising the environmental footprint of our activity and of our products.
- Maintaining and improving the quality standards of our activity and of our products and services, with a focus on the customer and their needs.

The ambition of Senior Management in particular, as well as all of us who work at Grupo Fertiberia is based on 3 pillars:

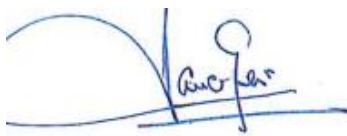
- ✓ **Quality, Health and Safety, and the Environment** which are **essential VALUES** that form part of our Company Culture: Priorities change, values do not. By developing a safe working environment, reducing environmental impact and fulfilling our customers' needs, which is the result of a collaborative effort at all levels of the Organisation, we create a unique culture filled with pride that attracts and retains talent while promoting a sense of belonging among our employees, inspiring healthy habits and well-being, and creating a culture that drives performance.
- ✓ **Aim for Zero Harm and Zero Impact** through our activity and our products to all interested parties: employees, shareholders, contractors, customers, partners, providers, and communities in which we operate and society in general, contributing to the sustainable development of agriculture.
- ✓ **Continuous improvement** of our management system, our practices, our processes and our performance: We collaborate and partner with different interest groups (shareholders, customers, communities, authorities and associations) to promote a culture of sharing, learning, transparency, honesty, fulfilment, evaluation of effectiveness and, above all, the value of human life and protecting the environment.

To achieve this, GRUPO FERTIBERIA is committed to:

1. Meeting the requirements of the different Interested Parties, ensuring compliance with all our legal obligations, guidelines and requirements for preventing serious accidents, other agreements signed by the different entities of the Group, and integrating the highest overall standards into what we do.
2. Ensuring that work is properly organised based on our activity and for efficiently and sustainably using material, human, economic and technological resources, etc., seeking to minimise our impact as much as possible and managing the life cycle of our products.
3. Training, qualifying and motivating all employees so that they can and want to perform their daily activities with quality and safety, while also minimising environmental impact. We see training as an investment.
4. The Chain of Command, starting with Senior Management, will lead by example and with responsibility, understanding its important role in promoting a culture of Quality, Stewardship, Health and Safety, and Environment, permanently evaluating and verifying behaviours and attitudes.
5. Including aspects related to the quality of work, quality of our products and services, safety, and environmental protection in the assessment of staff performance and development.

6. Directly and proactively promoting principles of equality in people management processes, in other words, equal treatment, equal opportunities and non-discrimination.
7. Activating mechanisms that allow for smooth communication between all parties, both internal and external, and fostering the participation of employees and their representatives in continuous improvement, maintaining management systems and caring for others. As people, we can make a difference and we have the authority to correct situations that may endanger others, the environment and/or the quality of our work.
8. Proactively adopting prevention measures and process safety management measures in order to have inherently safe facilities, which ensure high levels of safety for people, infrastructure, equipment and the surroundings, in addition to preventing poor quality, adopting the Best Available Techniques.
9. Ensuring that the organisation is always prepared to efficiently respond in the case of emergency.
10. Investing in R&D&I, which allows us to offer innovative products to our customers that contribute to the development of sustainable agriculture in accordance with the new global requirements.

The commitment of all who work for Grupo Fertiberia to a more sustainable development of the planet and our constant efforts to achieve this is reflected in this QHSE Policy, which we all abide by and help share.



JAVIER GOÑI DEL CACHO



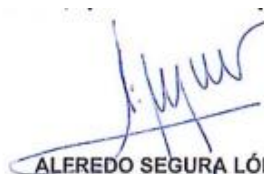
JUAN IGNACIO NAVARRO ÁLVAREZ



ALFREDO GONZÁLEZ-PANIZO TAMARGO



DAVID HERRERO FUENTES



ALEREDO SEGURA LÓPEZ



CAYETANO AGUIRRE CABANYES



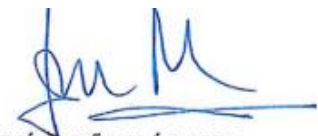
JAVIER PALOMINO LAGUNA



GUILLERMO PÉREZ-MEDINA SATRÚSTEGUI



JOSE LUIS LINO LUIS



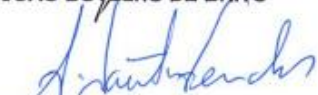
IVÁN MUÑOZ LÓPEZ DE
CARRIZOSA



JOAO PAULO CABRAL



JOAO BOTELHO DE BRITO



ANTONIO SANTANA FERNANDES