

## AZOMURES INTEGRATED MANAGEMENT SYSTEM POLICY (IMS POLICY)

### Our policy

The IMS Policy is to sustainably produce and deliver quality fertilizers for today's and tomorrow's agriculture. Azomures aims to become the most dynamic fertilizer company in the region – propelled by safety and quality – while building strong partnerships for the future.

*Our strategic plan has **People & Culture** at its foundation, working to have all employees come to work every day with a **CARE mindset**. This will help us do the "right things" right for **Business Excellence**, while building **Sustainable Operations** that are efficient and prepared for the future. Finally, all activities should be done with a **Customer Focus** to achieve satisfaction for our internal and external partners.*

As part of our commitment to our employees, communities, environment, and energy, we shall ensure compliance with applicable legal requirements and regulations, and we pledge to create a mindset within Azomures to strive to have higher internal standards than external requirements in all our activities.

We are also committed to be among the world leaders in QHSSE performance and to strive for **continuous improvement**. We shall implement world class processes and best practices for Process, Occupational Safety, Health, Industrial Hygiene, Security, Environment, and energy to operate our facilities in a safe, stable, and compliant manner. We will implement sound solutions to conserve natural resources and minimise adverse environmental impacts. In addition, we pledge to maintain rigorous and comprehensive security and emergency management systems designed to effectively respond to crisis and emergency events in all areas of our activities. We strive for excellence in all what we do.

Azomures SA "Major Accident Prevention Policy" is part of *IMS* policy, aiming to ensure a high level of protection of the health of the employees, the community, and the environment. Azomures acknowledges that all QHSSE incidents can be prevented.

### Our responsibility

1. **Comply** with all applicable QHSSE laws and regulations, Azomures *IMS* Standards, and other QHSSEE requirements to which Azomures subscribes.
2. **Create and maintain** a safe and secure working environment and prevent workplace injuries, illnesses, and violence. The use and being under the influence of alcohol and drugs while being at work is forbidden. We all have responsibility to stop any unsafe activity.
3. **Design and operate** the manufacturing facilities to have effective process safety and reliable operations, to reduce the possibility *or even avoid incidents and to improve energy performance*.
4. **Assess and manage** QHSSEE risks related to our operations, our current and future facilities, buying or selling new products/ chemicals, and acquiring a new business.
5. **Sound use of Product Stewardship and sustainability principles** in the design and production in our facilities, products, and services.
6. **Continue to improve** our QHSSEE systems and programs to ensure the *energy* and security of employees, persons at our premises, facilities and equipment, information, IT assets and business continuity and to prevent access to our facilities by the unauthorized personnel.
7. Ensure availability of effective **crisis and emergency response** capabilities to respond to incidents and/or emergency situations at our facilities and throughout our supply chain.
8. **Communicate** to management all concerns of any unlawful or unsafe conditions and security lapses.
9. Demonstrate **visible leadership, commitment, and involvement** toward our QHSSEE objectives.
10. Maintain **openness, transparency and a continuous dialogue** with our employees, our communities, regulatory authorities, suppliers, customers, and other stakeholders and report our sustainability performance.
11. Hazard prevention and **H&S risk mitigation** is essential part of integrated management system and assures participation and consultation of the employees or their representatives through the correct allocation of responsibilities in *IMS*.
12. *Decarbonizing, green transition and sustainable company development is our way forward.*
13. *Minimizing the losses of electricity and natural gas resulting in improved energy performance and reduction of energy costs.*
14. *Ensuring the the availability of the necessary information and resources to fulfill the objectives and targets in the field of energy.*
15. *Taking into consideration the improvement of energy performance in new projects and investments as well as in the changes promoted regarding equipment, installations, systems, and processes.*
16. *Supporting the purchase and use of energy efficient products and services.*
17. **Training** all personnel on QHSSEE aspects relevant to their roles and responsibilities.
18. Collaboration and action in **partnerships** with customers and other relevant stakeholders to ensure an active participation in achieving the general objectives in all aspects of quality, health and safety, environment, and energy and responsible product management.
19. **Monitoring** external suppliers' product and service performance quality, ensuring that they understand and observe our requirements and implicitly the customer's needs.

The management of Azomures SA is committed to maintaining and improving the integrated management system through continuously-monitored objectives for all relevant levels and functions through an ethical, transparent and open cooperation.

The *IMS* Policy is communicated throughout the organization and is valid for all the employees and all the persons working for and on behalf of the Azomures SA.

All employees are responsible for being familiar with, implementing and maintaining the *IMS* Policy.

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