

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, mediante el cumplimiento de los requerimientos exigidos y de las expectativas.

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 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, 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 cumplen en todo momento con los requisitos legislativos y con lo estipulado en el Esquema de Certificación GMP+ (FSA y FRA) para el Sector de Alimentación Animal y FSSC 22000 para la alimentación humana y animal. Así como asegurar las competencias relacionadas con la inocuidad de los alimentos.

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, ISO45001 e ISO50001, en especial la gestión por procesos y la mejora continua, y de las normas FSSC22000 y GMP+ (FSA y FRA). La Dirección General se compromete a tomar las acciones establecidas en GMP+ (FSA y FRA) 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. APC Europe es consciente de la sensibilidad de la sociedad y de nuestros clientes en relación con los temas sociales y de la creciente y actual problemática energética y medioambiental.

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

- Adoptar el compromiso con la sostenibilidad y protección del medio ambiente: generación de bienestar económico, optimizar el uso de la energía, responsabilidad con la sociedad y mejora continua de la eficacia de los procesos y servicios, así como la prevención de la contaminación como norma de conducta, manteniendo un compromiso ético y personal con los valores de la organización y el reto de reducción de la huella de carbono en la actividad de la empresa.
- 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, tanto humanos como materiales, y adecuados dentro del proceso de mejora continua de nuestra actuación con respecto al desempeño, alineándolos dentro de lo posible con los Objetivos de Desarrollo Sostenible (ODS) de la ONU.
- 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 de este y asumiendo cada cual las obligaciones que le correspondan.

Albert Gibert

Director General

Fecha de aprobación: 22/03/2024



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, through compliance with the required requirements and expectations.

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 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 food and feed safety, environmental preservation, energy efficiency and occupational hazards prevention. The Senior Management will take all the necessary steps to ensure that APC'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 (FSA, FRA) and FSSC 22000 for human and animal nutrition. As well as ensuring competencies related to food safety.

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, ISO45001 and ISO50001, particularly with respect to process management and continuous improvement, and the standards FSSC22000 and GMP+ (FSA, FRA). The Senior Management undertakes to implement the actions defined in GMP+ (FSA, FRA) 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. 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.

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

- Implement the commitment to sustainability and environmental protection: generation of economic well-being, optimizing the use of energy, responsibility with society and continuous improvement of the effectiveness of processes and services, as well as pollution prevention as a standard of conduct, maintaining an ethical and personal commitment to the values of the organization and the challenge of reducing the carbon footprint in the company's activity.
- 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, both human and material, within the process for continuous improvement of our performance, aligning them as far as possible with the UN Sustainable Development Goals (SDGs).
- 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: 22/03/2024





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, through compliance with requirements and expectations.

As specialists 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.
- Fostering environmental protection in all our activities within the appropriate scopes in the Management System (MS).
- Preventing of occupational hazards, eliminating hazards and reducing risks.
- Continuously improving health & safety conditions at work and our Environmental System.
- Fulfilling our customers' requirements, evaluating needs to ensure ongoing improvement and satisfaction.

Regal Processors is committed to observing and complying with all applicable EU, national, regional, and local laws, particularly in the areas of animal feed safety and environmental preservation, energy efficiency and occupational hazards prevention. Senior Management will take all the necessary steps to ensure that Regal Processors production conditions and products always comply with legal requirements and the provisions of the GMP+ Certification Scheme for the animal feed sector (FSA, FRA).

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. We work to continuously improve our competitiveness and efficiency, supported by a documented Management System that complies with ISO9001, ISO14001 and GMP+ (FSA/FRA) standards, focussing on process management and continuous improvement.

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. Regal Processors is aware of the social sensitivity shared by our customers and society in general, as well as the growing energy and environmental challenges that we face.


To Implement these principles, Management intends to:

- Commit to sustainability and environmental protection: generating economic well-being, optimising energy use, acting responsibly towards society, and continuously improving process and service effectiveness. Pollution prevention is a standard of conduct, maintaining an ethical and personal commitment to the organisation's values and the challenges of reducing our carbon footprint.
- Systematically reduce waste, recycling and reusing it whenever possible, and make efficient use of natural resources and raw materials, supporting the procurement of energy-efficient products, designs, and services.
- Lead, develop and implement an Integrated Management System for environment and product quality at all levels of the company, protecting facilities, the environment and product quality.
- Establish procedures for regular review of compliance with this environment and quality policy and take corrective measures when non-compliance is detected.
- Define and periodically review the **objectives and targets**, providing the necessary human and material resources for continuous improvement of our performance, aligning them as far as possible with the UN Sustainable Development Goals (SDGs).
- Disseminate the policy among employees, suppliers, subcontractors, and other stakeholders, ensuring they have the information needed to achieve objectives and targets, and work for their fulfilment.
- Train and raise awareness among employees about potential environmental issues, actively engaging them in applying our policy in all their activities.
- Integrate the policy in the company's administration, influencing technical processes and organisational decisions at all levels. Commit to ensuring a good working environment, promoting equal opportunities, fostering professionalism, balancing work, and family life, and guaranteeing a commitment to the consultation and participation of workers and their representatives.
- Regularly update a Management System aligned with the nature, scale, quality and environmental impacts of our activities and services. The Management System becomes a responsibility for each individual working at the company, helping to improve working conditions through collaboration and participation, ensuring safe and healthy working conditions to prevent injuries and health deterioration.

Lastly, it is our declared wish for the entire organisation to actively participate in the Management System's development and assist in its implementation with everyone playing the part that corresponds to them.

Simon Mc Aduo
General Manager

Date approved: **27/05/2024**

	Integrated Management System Manual	Page	18
		Update	0
		Issue	VIII
		Issue date	02.04.2023


3.3.3 Integrated Management Policy Statement

APC-POLSKA Sp. z o. o. has been present on the Polish market since 1999. Its scope of activity is the production and supply of feed materials made of spray-dried blood to customers. The quality and safety of our products and feed depend largely on the quality of the raw materials. We therefore require from our suppliers raw material, quality and safety assurance that meets our requirements. We want to cooperate with them on a partnership basis. Additionally, environmental protection is an important aspect of the company's operations, hence our goal is to also involve our business partners in the company's pro-ecological activities.

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

- ensuring efficient and reliable customer service, especially in the field of high quality and safety of the offered products affecting feed safety, which is always consistent with applicable laws and adopted procedures of the integrated quality management system, environmental management, feed safety management and industrial health and safety management,
- raising employee awareness of feed safety by improving the employee training process,
- striving to constantly improve industrial health and safety and prevent accidents at work, occupational diseases and near misses through prevention and investing in technical industrial safety
- improving qualifications and taking into account the role of employees and engaging them in activities for industrial health and safety, fire protection and health protection
- rational use of raw materials, materials, fuels, energy and water and prevention of environmental pollution,
- raising the ecological awareness of all employees and engaging them in promoting and applying environmental protection principles,
- compliance with the occupational health and safety management system based on the requirements of the PN-ISO 45001 standard.

The above objectives are achieved by appointing a Representative for IMS and implementing, maintaining and continuous improvement of an integrated management system based on the requirements of the following standards: PN-EN ISO 9001, PN-EN ISO 14001, PN-ISO 45001, GMP+ B1

	Integrated Management System Manual	Page	28
		Update	0
		Issue	VIII
		Issue date	02.04.2023

All employees have the opportunity to actively submit applications for the introduction of corrective or improvement actions and to actively participate in the processes of planning, implementation, maintenance, checking, corrective actions and any other activities for continuous improvement carried out within the IMS at 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 and know their duties, rights and limitations resulting from the requirements of the adopted integrated management system. I oblige all employees of APC-POLSKA Sp. z o. o. to improve qualifications through active participation in internal and external training.

Due to the nature of our activities, I oblige the employees of APC-POLSKA Sp. z o. o. to maintain confidentiality in accordance with the requirements of law, contracts with clients and our integrated management system. This policy is publicly available to all interested parties inside and outside the Company. APC is committed to meeting applicable stakeholder requirements and supporting the strategic direction of the organization.

For the application of this integrated management system policy and management system procedures applicable at APC-POLSKA Sp. z o. o. is the responsibility of the Operations Director and each employee at his or her workplace.

Kijewo 02.01.2023