

## INTEGRATED MANAGEMENT POLICY

The board of Scharlab understands that the competitiveness and reputation of the company depends not only on the quality of the products and services it markets, the satisfaction of customers and other interested parties, but also on its environmental performance, regulatory compliance and its impact on society. Therefore, it assumes the implementation and maintenance of an integrated management system that understands and meets the needs and expectations of customers, the organization itself and other interested parties.

This policy is appropriate to the purpose and context of Scharlab, and is the framework on which all its objectives are established, controlled and reviewed, so that they result in a continuous improvement of the effectiveness of the integrated management system and a reduction in the environmental impact of the activities.

Scharlab is therefore committed to:

1. Implement, maintain and improve an integrated management system, and maintain and ensure its effectiveness, which is based on the following standards in their current version: ISO 9001, ISO 14001 and ISO 13485.
2. Promote the use of the process approach and risk-based thinking.
3. Identify the needs and expectations of clients, regulatory authorities, organizations that grant us recognition, and other interested parties, and allocate the necessary resources to effectively and efficiently cover these needs, facilitating and simplifying their work.
4. Develop and maintain the organization's activities globally, without compromising the protection of the environment or the safety of our staff, complying at all times with the requirements, whether client, own, or legal and regulatory related to our sector;
5. Constantly strive to ensure the quality of the service and our products, through technological improvement and processes that allow us to avoid failures instead of detecting them once they have occurred, thus generating confidence in our customers.
6. Inform, raise awareness, motivate and involve the organization's staff in the development of actions related to the preventive detection of non-conformities and in actions that lead to continuous improvement. For this reason, Top Management is committed to offering adequate training, as well as a stable framework for professional and personal development, guaranteeing equal opportunities for all of them.
7. Establish communication and information channels with external and internal clients, suppliers, authorities and society in general, thus achieving honest relationships with all interested parties.
8. Use, whenever possible, methods that minimize the use of resources, the consumption of materials and the generation of negative environmental impacts (waste, emissions...), thus demonstrating our will to protect the environment, pollution prevention and improving environmental performance.
9. Ensure that, if during our activities we must use the services of other companies, their management is consistent with our quality, environmental and service standards.
10. Ensure confidentiality and impartiality.

| Written & reviewed by: | Reviewed by:                      | Reviewed by:  | Approved by:     |
|------------------------|-----------------------------------|---|------------------|
| Walter Armada          | Francisco Heras                   | Marian Guardia                                      | Pere Gallego     |
| Quality Director       | Factory and Environmental Manager | Person Responsible for Regulatory Compliance MD/IVD | General Director |
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