

Controlled copy Nº 1

ORGANISTRY Servicios de R+D, S.L.U. (Organistry) is an independent company founded to provide customized R&D services in the fields of synthetic and analytical chemistry.

The services provided by ORGANISTRY include the customized synthesis of organic products, the performance of analytical services and the process development projects that integrate both disciplines.

ORGANISTRY defines as a General Policy to offer services that fully satisfy clients, in quality, always in strict compliance with current legal regulations; as well as the contractually applicable Codes, Standards and Specifications.

The Direction promotes the maintenance and continuous improvement of the management and performance of a Quality Management System, putting into play all the resources it deems necessary for the strengthening of these bases and the achievement of our objectives.

The guidelines emanating from this Policy can be summarized in the following basic principles:

a. *Customer orientation*

ORGANISTRY clients are our reason for being, so we not only have to meet the needs expressed by them, but we must be able to anticipate their expectations, through permanent contact that allows us to assess the perception that clients have about our services, to continuously improve them.

b. *Professionalism*

Due to the characteristics of the activities we carry out, a high professionalization of the workforce is required, to adapt to the characteristics and needs of each client. One of our performance constants is the permanent adaptation to the new methods and techniques that exist in the market and the continuous improvement of our internal work procedures.

c. *Integration and participation*

The quality of our services depends basically on the people who develop them. In addition to having the most appropriate means and methods, we must strengthen the skills and abilities of the people who form ORGANISTRY, so that specialization and training of human resources must be one of our priorities. This specialization and training has to be applied both in the initiation, for people who join the Company, and on an ongoing basis, to ensure that our processes have the necessary levels of efficiency.

d. *Decentralization and Delegation*

Our processes cannot be based on permanent surveillance. All members of ORGANISTRY must assume responsibility for their tasks at the level that corresponds to them. The management of our service must be focused on the people who carry it out, so that people belonging to the different Departments of the Company have the responsibility and authority to, within their framework of action, organize the activities to achieve satisfaction of the client, counting on it with all the support of the Management.

e. *Document Based Management*

Maintaining the highest level of efficiency and quality in our services requires a control register and measurement mechanisms that allow us to constantly evaluate their performance. For this, a mission of the ORGANISTRY staff is to permanently check the results obtained in the processes, to prevent any type of deviation with respect to the commitments acquired with the clients.

In order to achieve these basic principles, the Direction annually formulates general and specific quality objectives for certain Departments and/or activities, and monitors them, verifying their compliance and establishing the necessary measures in case such compliance is threatened.

The Management System Policy is disseminated to all staff through training seminars, as well as by delivering a controlled copy of this document. In addition, another controlled copy is placed on the ORGANISTRY bulletin board. In this way, ORGANISTRY ensures that the Management System Policy is understood by all company personnel and other interested parties.

A handwritten signature in blue ink, appearing to read "Conde", is positioned above the printed name of the signatory.

Mrs. Ángeles Conde Martínez
Management

Revised and approved:

02/02/2016