

	MANAGEMENT MANUAL	MGI
		Date 13/02/2012
		Page 1 de 2

1.2. POLICY AND OBJECTIVES

The policy of BETAQUÍMICA S.A. is as the service of its ambition: To place our products in prime positions in their respective markets.

To meet this challenge, we must anticipate, react and work methodically.

To anticipate, is to preventatively plan our installations, our processes and our products in order to achieve our objectives. It is also to train our staff and instill in them a culture of quality, environment, health and work safety at the service of our customers and the society of which we all form a part.

To react, is to take actions with our products, our organization or our processes every day to improve quality, the environment, health and work safety. This is to adapt our management system and our control devices towards continuous improvement in order to guarantee the reliability of our results.

In order **to work methodically**, actions plans must be implemented concerning important issues and corrective actions which allow us to achieve our objectives.

To develop this policy, we must:

- Elaborate, implant and maintain a management system which, in accordance with the norms UNE-EN-ISO-9001, UNE-EN-ISO 14001 and OHSAS 18001, guarantees the quality of the manufactured products, our clients' requirements, our high commitment to health and work safety and ensures that our activity fulfils all legal obligations according to the relevant environmental regulations and all other requisites to which our organization subscribes.
- Integrate all functions and departments with the active participation of all our personnel given that quality, the environment, health and safety involve all of us. All activities, departments, managers, operators are implicated and are asked to fulfill the requirements according to reasonable common sense and above all, according to what is set down in the working instructions and procedures.
- Fulfill our commitment to continuous improvement of the System, in product quality and customer satisfaction, in the prevention of accidents in the workplace and contamination via the optimization of resource consumption and reduction of environmental impact associated with the activity in question.

- Deal with non-conformities in a collective and participative manner via management comities in which the corrective and preventative actions are established and controlled for each case.
- Train personnel in order to improve the skills relevant to their work position, such as an improved appreciation and knowledge of quality culture, of health and work safety as well as the need to protect and preserve the environment in their daily activities.
- Establish periodic planning with specific targets to continuously improve quality management, risk prevention and to optimize waste management through minimization, reuse and recycling always within the framework of viability and economic benefit.
- Periodical revisions of the Management System by the Director within the framework of the Management Comity , supported by the conclusions of internal and external audits and by the process and target indicators as well as the evolution of directives, norms, techniques and procedures to guarantee this revision.
- Transmit this policy to all employees and make it publically available.

The Management Manual with its associated Procedures and Objectives will formalize these commitments and will contain the necessary rules and methods of the current organization to develop this policy and achieve the objectives indicated that everyone, in their work position, should respect and improve on a daily basis.

The Director delegates the duties of the implementation, definition and supervision of the Management System to the Quality and Environmental Manager as well as all the corresponding authority and responsibility.

Aprobado por

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