



by GIOCHI PREZIOSI

# QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY POLICY

**FÁBRICAS AGRUPADAS DE MUÑECAS DE ONIL S.A. (FAMOSA)** is a company dedicated to the design, development, production and commercialization of toys, whose mission is bringing joy to children during their developmental years through toys.

FAMOSA has established and maintains an **Integrated Management System (IMS)** based on the standards **ISO 9001:2015**, **ISO 14001:2015** and **ISO 45001:2018**, and the Law of Prevention of Occupational Risks (and on the regulations that further develop it), whereby is committed to keep integrated in the development and management of our products and services, the principles of **quality**, **environmental protection**, and **health and safety** at work. For this purpose, we have set the following commitments:

- **Create a culture of integrated management** in the organization, aimed at the health and safety of our employees, the environmental protection, the customer focus, the excellence of our processes, and the quality of our products, developing training and awareness to all staff.
- **Ensure compliance with legal regulations** and other voluntary requirements that the organization subscribes, in terms of quality, environment and health and safety.
- **Protect the environment** through a preventive approach in relation to the impacts derived from our activity, reducing the consumption of resources and materials, and minimizing the waste generated.
- **Manufacture safe products**, ensuring compliance with applicable laws and regulations.
- **Ensure the satisfaction of our customers and consumers**, contributing through all our processes, and through the continuous decrease of complaints and non-conformities.
- **Promote a consistent, proactive and positive work safety culture**, with involvement of all levels, where the worker is aware of the risks related to his/her position and functions, in order to create a safe work environment every day for everyone.
- **Apply principles of continuous improvement** in the development of our activity, through the establishment and monitoring of the Objectives Program of Quality, Environment, and Health and Safety, and the systematic evaluation of the performance of the IMS.
- **Provide safe and healthy working conditions** for the prevention of work-related injuries and health deterioration as well as for the elimination of dangers and reduction of risks for OSH
- **Promote consultation and participation** of workers and their representatives
- **Provide the necessary resources** for the development and continuous improvement of IMS.
- **Communicate regularly and transparently** the performance of our IMS, both internally and to other relevant parties. In addition, this policy will be available through our website ([www.famosa.es](http://www.famosa.es)).
- **Promote behaviours** in line with the principles of this Policy among key stakeholders in FAMOSA, valuing the alignment with it, particularly in the selection of suppliers.

FAMOSA, through this document, clearly states our firm commitment, and transmits to the stakeholders of our organization.

Marie-Eve Rougeot  
CEO

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