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# HEALTH, SAFETY AND ENVIRONMENT POLICY

Fidia Farmaceutici S.p.A. is an Italian group with solid national and international foundations, built on a long tradition of research, development and production in the chemical and pharmaceutical field aimed at safeguarding health and improving people's life conditions.

Fidia joins the Responsible Care® program, a voluntary initiative of the chemical industry worldwide, aimed at enhancing industrial behaviours and practices directed at continuous improvement in the field of Health, Safety and the Environment.

Fidia's primary goals are the occupational health and safety, product's safety, protecting the environment and the territory.

More specifically, with regard to its internal and external organisation, Fidia Farmaceutici S.p.A. is constantly committed to achieving the following goals:

- to spread the company's vision and values, such as its focus on human resources, the excellence pursuit, high-level technological expertise, ongoing investment in R&D, customer and other stakeholders satisfaction, responsible partnerships;
- to contribute to sustainable development by acting responsibly in the environment, safety, health and social impact;
- to pursue continuous improvement in safety conditions, occupational health and environmental protection;
- to promote and spread the culture of occupational health and safety, the protection of the territory and the environment and the importance of complying with regulations;
- to provide evidence of the continuous commitment that Top Management has constantly made in this area.

In order to make these strategic objectives a reality and with its commitment to ensure timely compliance with applicable legislation, existing authorisations and other voluntary agreements signed, Fidia Farmaceutici S.p.A. maintains a systematic approach in:

1. define an appropriate organisational set-up and allocate the resources required for the correct application of the principles of the current Policy, inviting everyone, within the organisational set-up and in relation to their role and position, to help achieving the established objectives;
2. promote attention to energy performance and to environmental and safety aspects in the planning and procurement phases of products and/or services;
3. ensure the prevention of all forms of pollution through the rational use of resources and raw materials, the control and minimization of waste production and emissions, identifying and applying the best available technologies;
4. protect the health and well-being and promote the safety of all Persons directly or indirectly involved in their operations;
5. identify and analyse, for new activities and for existing activities with a continuous improvement goal, the elements of prevention and the potential causes that might have negative effects on health and safety such as accidents, occupational diseases and damage to facilities, implementing efficient mitigation and protection measures;
6. involve, motivate, make aware and enhance collaborators through appropriate and specific information, education, and training activities;
7. ensure the knowledge necessary to carry out their duties safely, through appropriate procedures and operating instructions, minimizing the impact on the environment and consistently with the Policy goals;
8. pursue excellence in conduct, also requiring that each employee in any tasks has to behave responsibly and constructively with regard to health, safety and environment;
9. implement appropriate control and monitoring methodologies in the management regarding health, safety and the environment; define specific performance objectives by promoting continuous improvement;
10. share appropriate information with suppliers and contractors to ensure their involvement in the principles of the Policy also by means of contractual documents defining specific requirements regarding health, safety and environment;
11. communicate and collaborate openly with the competent Authorities, with local Authorities and the public, making their expectations our own and aiming of creating and maintaining a mutual trust and collaboration regarding health, safety and environment;
12. ensure the control of any emergency, through appropriate plans and in close coordination with the competent authorities;
13. periodically review the principles set out in the Policy to ensure that it remains appropriate for Fidia Farmaceutici, and ensure a constant and periodic review of its performance in terms of risk prevention, occupational and environmental health and safety.

The Health, Safety and Environment Policy complements each other with the other environmental strategies aimed at improving quality, productivity, profitability, reliability and image.

The Management of Fidia Farmaceutici S.p.A. is committed to disseminating the content of this Policy to its staff and to interested parties. All employees working in the company's offices, located in Abano Terme (PD), Noto (SR), Milano (MI), Paderno Dugnano (MI) and Monte Giberto (FM) are required to observe the spirit and content of this Policy, and comply with the rules provided by the Code of Ethics and the Model of Organisation, Management and Control adopted by Fidia Farmaceutici S.p.A. in compliance with Legislative Decree no.231/01.

Date: November 5th, 2024

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