

# Policy for Safety, Health and Environmental Sustainability

SUANFARMA Italia S.p.A. wants to play an active and pioneering role in the areas of Occupational Health and Safety and Environmental Sustainability, including Energy Management (hereinafter HSE).

Excellence in HSE represents a strategic aspect for SUANFARMA Italia S.p.A., with the aim of protecting employees, the population, natural resources, the environment and company assets. Our commitment in this area covers every activity: the entire product life cycle (from research to production and distribution, to final disposal) and auxiliary activities. This document sets out the principles and practices for minimising risks and impacts on health, safety and the environment as well as optimising the use of environmental resources and energy. It sets out the basic requirements to be met by all employees and forms the basis for subsequent internal HSE guidelines.

HSE is the direct responsibility of each SUANFARMA Italia S.p.A. employee, and management is at the forefront of developing good practices in Health, Safety and Environment in its area of competence and leading by example in their application.

## Principles

### **1.1. Our commitment**

For our corporate culture, the protection of the health and safety of employees, neighbours and other persons affected by our activities and the protection of the environment are fundamental and indispensable values. SUANFARMA Italia S.p.A. is committed to complying with all legal requirements applicable to its activities in the field of Safety, Health and Environmental Sustainability (Environment and Energy Management).

### **1.2. Health and Safety of our employees**

We provide our employees with safe and healthy working conditions to prevent injuries and illnesses.

When planning any potentially hazardous activity, a risk assessment must first be carried out.

Management as a whole is responsible for promoting risk assessments and developing prevention and protection measures, consulting and involving employees and their representatives as active participants. Among other things, everyone shall:

- wearing appropriate personal protective equipment where required;
- comply with warning signs and safety alarms;
- take part in education and training programmes;
- report unsafe actions and conditions, and safety hazards.

Co-workers are required to supervise their colleagues and warn them of unsafe behaviour and risks present where not otherwise detected.

We also promote programmes to maintain and improve the health and well-being of our employees and encourage them to take advantage of voluntary health programmes and adopt a healthy lifestyle, for example by spending more time exercising and increasing the frequency of health checks.

### **1.3. Environmental Sustainability**

We aim to use natural resources responsibly and minimise the environmental impact of our activities and products throughout their life cycle, requiring every employee to do their utmost in this direction. The commitment will focus on the most relevant and strategic environmental aspects:

Efficient use of energy:

- The efficient use of energy is the responsibility of both employees and plant managers, and they are committed to regularly improving and monitoring the energy performance of plants;
- New projects will be checked from the point of view of energy efficiency and the use of renewable energy. Priority is given to projects and purchases of products and services that reduce energy consumption and are more cost-effective.

Reduction of greenhouse gas emissions:

- Optimising efficiency in energy production and reducing consumption in line with the previous point;
- Reduce travel, favouring, where possible, video conferencing and teleworking or means of transport with low CO<sub>2</sub> generation.

Recycling and waste minimisation (avoid, reduce, recycle and reuse materials):

- Reduce the use of packaging and the production of waste containing intermediate products and active substances;
- Research systems for managing the waste produced (e.g. sludge) to minimise its transfer and enable its recovery in the perspective of the Circular Economy;
- Recovering solvents to promote reuse and reduce disposal.

Efficient use of water:

- Employees must always consider the best possible use of water and identify possibilities for reducing water use in processes and for civil uses;
- Pursue the best available purification techniques for water discharges.

## **Implementation**

### **2.1. Application**

This Policy applies to all SUANFARMA Italia S.p.A. employees and where SUANFARMA Italia S.p.A. has operational responsibility. This document is in compliance with applicable laws and current industry codes, such as international management standards for the environment (ISO 14001 - EMAS), occupational health and safety (ISO 45001) and energy management (ISO 50001), bearing in mind any changes required by more restrictive local laws or regulations.

It is the responsibility of each manager to implement this Policy within their area, to set an example, to demonstrate safe, healthy and environmentally responsible behaviour, and to provide guidance to their staff.

SUANFARMA Italia S.p.A ensures appropriate resources to achieve the goals and targets and to fully implement this policy. Management establishes HSE guidelines and conducts regular audits and reviews of the management system to ensure compliance with these guidelines and applicable local laws and regulations.

We are committed to maintaining certifications to recognised global standards (ISO 45001, ISO14001, ISO 50001) and Emas registration.

## **2.2. Continuous improvement**

Management sets annual targets and regularly measures performance against them. Employees are called upon to take prompt action in the event of deviation from these targets and are required to communicate performance indicators in the HSE area in a transparent manner.

We learn from previous incidents and events, make them known in order to prevent them from happening again and use the lessons learned to raise and improve our standards.

Management assesses and mitigates HSE risks associated with new products, processes and technologies to ensure that the benefits outweigh the inherent risks. These assessments are reviewed periodically in light of new issues or findings and include external benchmarking against relevant industry standards.

## **2.3. Training**

HSE competence is ensured by an appropriate selection, frequent trainings and development policy. Employees are responsible for ensuring their commitment and participation, understanding their HSE responsibilities and meeting them to the best of their ability.

Every HSE report is addressed and managed carefully to improve performance in the area.

## **2.4. Communication**

We communicate HSE information and results openly and transparently internally and externally, also using the Environmental Declaration required by the EMAS registration, as well as the company website.

**Rovereto, 27/04/2020**  
**Management Team**