



Policy for health safety at work and the environment

Farmaceutici Formenti SpA is an Italian affiliate of the Grünenthal Group. In total application of safety, health and environment policy of the Grünenthal Group the Farmaceutici Formenti SpA has made a formal commitment to implement and promote the following policy for health and safety at work and the environment based on the following general principles:

- **Reduce to the minimum the risk for safety, health and environment**
- **conscious use of resources and the management of its activities to minimize waste and emissions production, contribute to the protection of the environment and the sustainable development of the company**

In order to satisfy the above, as the Italian affiliate of the Grünenthal Group, relating to the aspects of safety, health and environment protection we are committed to:

- ensure full compliance with rules and regulations and other requirements may be possibly supported by the company, working seamlessly with the authorities dedicated to control;
- promote continuous performance improvement through a system of preventive and corrective actions as key elements for all our activities;
- promote a sense of responsibility among all employees, informing, forming and training the staff to make it informed and appropriate and that has a proper and constructive attitude towards possible issues;
- periodically define the objectives of continuous improvement and verifying the results obtained;
- involve employees or their representatives as active parts of the management system;
- spread the principles and objectives of the Policy for the health and safety at work, the environment and sustainable development, both inside and outside of the company to the parties concerned;
- implement the development of technological and organizational solutions aimed at reducing consumption, reducing their environmental impacts, reducing of wastes and greenhouse and non-greenhouse emissions;
- verify that providers and third parties working on our behalf adopt behaviours, practices and procedures consistent with this policy.

The company is committed to constantly pursue the objectives of improvement that has defined, in particular, is committed to improving its performance for the training of workers, and to make the appropriate actions in response to performed risk assessments.

Respect for our principles and the pursuit of these objectives is responsibility of management and requires active participation and involvement of all employees of the Italian branch of Grünenthal.

The Board states that this document conforms to company policies and is committed to promoting this policy for health and safety at work and the environment to ensure the necessary resources for the achievement and maintenance of agreed objectives.

Origgio, 22-07-2022

Handwritten signature of Luca Re Ferrè in blue ink.

Luca Re Ferrè
Environment, Health & Safety Expert

Handwritten signature of Dr. Giovanni Marangoni in blue ink.

Dr. Giovanni Marangoni
Site Director