

ENVIRONMENT, HEALTH & SAFETY POLICY



Respecting and protecting the life, health and safety of individuals, the collective and the environment are basic ethical values coherent with the interests of the production site, the company and the sustainable development.

BSP Pharmaceuticals S.p.A. directs all its decisions in line with the Integrated Management System for the environment, health and safety in workplace (IMS), aiming at its continuous improvement in compliance with all interested parties, with all legal requirements the voluntary signed standards (UNI EN ISO 14001: 2015, UNI ISO 45001: 18), the regulations, the ethical-moral principles and with the agreements signed with the Public Authorities and with all the interested parties.

To this end, BSP Pharmaceuticals S.p.A., as Contract Development and Manufacturing Organization specializing in developing and manufacturing anticancer drug products, hereby undertakes following actions:

- ▶ **continuously improving** the performance of the management system and of behavior about prevention and protection of the health and safety of individuals, the collective and the environment;
- ▶ **establishing programs** and targets regarding the environment and health and safety of workers, which shall be coherent with the internal and external context, and with the risks and environmental impacts of BSP Pharmaceuticals S.p.A.;
- ▶ **preventing**, through risk analysis, side effects on the IMS and enhancing every opportunity that can improve its performance;
- ▶ **fostering** the participation among the employees and all the suppliers, who work inside the production site a common sense of responsibility regarding this Environment, Health & Safety Policy and reaching an even higher safety and environment culture through suitable educational, training and information programs;
- ▶ **fostering** and improving communication and dialogue with the entire collective taking into consideration and responding in a suitable manner to reports related to themes and problems concerning the environment and health and safety in the workplace;
- ▶ **taking** into account the needs and expectations of all interested parties with particular regard to those of the workers and their representatives, whose consultation and proactive participation is considered fundamental with regards the IMS and in general for what it is set forth in the UNI ISO 45001: 18 standard;
- ▶ **pursuing and supporting**, even during this current phase, which is characterized by a rapid grow of the company, the principles of sustainability and therefore every company's decision is taken, respecting the human, environmental, social and economic resources;
- ▶ **preventing and minimizing** the risks to the health and safety of the person, environmental pollution, the environmental impacts generated by the existing production activities and the consequent risks for the collective and the environment;
- ▶ **adopting** the Best Available economically sustainable Technology not Entailing Excessive Costs for the containment and reduction of health and safety risks in the workplace and for minimizing the environmental impacts related to its own operations, products and services and for improving its environmental performance;
- ▶ **supporting** ventures and projects in line with the company strategy that are sustainable from an environmental, health and safety's point of view;
- ▶ **paying** particular attention to the selection and management of suppliers and third party suppliers to protect the health, safety and environmental aspects, which may have an impact from a corporate social responsibility perspective;
- ▶ **preventing** injuries, accidents or near accidents in the workplace and environmental accidents, by conducting investigations aimed at highlighting the corrective and improvement actions, to reach the goal of "zero injuries";
- ▶ **periodically** analyzing the trend of non-conforming operations and performance to identify the critical points and implement corrective and preventive actions;
- ▶ **reviewing and updating** this Environment, Health & Safety Policy and the Integrated Management System during the Management's Review;
- ▶ **providing** the necessary tools and human resources for implementing this Environment, Health & Safety Policy;
- ▶ **limiting** the production of waste materials, even redefining the management of such waste material and, where possible, to recover and recycle;
- ▶ **improving** emergency management, emergency team competences and, in general, the competence of all personnel involved in the management of the emergencies;

This Environment, Health & Safety Policy has been distributed to all employees, all parties who work inside the company and made available to interested parties, the public and anyone who requests it. This Environment, Health & Safety Policy will be reviewed and updated periodically, where planned or necessary, in order to ensure that it remains pertinent and appropriate to the nature and risks of the company.

A handwritten signature in blue ink, appearing to read 'Aldo Braca', is written over the printed name of the Chief Executive Officer.