

HEALTH AND SAFETY AND ENVIRONMENT POLICY

Bormioli Pharma Spa, sensitive to the legitimate civil, social and environmental needs of the community and its own employees, undertakes to apply and continuously improve an Integrated Management System for Occupational Health and Safety and for the Environment (IMS), in accordance with UNI EN ISO 14001:2015 and UNI ISO 45001:2018 standards, that will facilitate the pursuit of the strategic objects and guidelines listed below:

- act in a responsible manner, rigorously meeting all the compliance obligations laid out in legislation, regulations and other requirements;
- eliminate hazards or minimize health and safety risks and environmental impacts by putting in place adequate prevention and protection measures and ensuring safe and healthy work conditions;
- develop and implement the necessary measures and procedures to prevent environmental pollution, emergency situations, accidents, injuries, occupational diseases and to minimize and contain their effects;
- analyze the company's production processes, activities, products and services, identifying the areas of greater environmental impact, in a life cycle perspective, explore their potential for improvement and set specific objectives and targets for continuously improving the prevention and protection of occupational risks and environmental performance;
- ensure the correct application of technologies and, where possible, seek to improve such technologies or to adopt more advanced technologies from the point of view of safety and the environment;
- optimize the consumption of natural and energy resources to contain and reduce the environmental impact of our activities;
- select and promote the development of suppliers and contractors according to the principles of this policy, involve them and require them to adopt behaviours consistent with such principles;
- ensure the involvement and participation of workers, including through their representatives, in order to fully share in the company policy and objectives, for the fostering of a prevention-focused culture, for the maintenance and

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development of safe working conditions and in compliance with ecological standards;

- ensure that all staff receive adequate information and training on the requirements of the integrated management system, and understand its implications in regards to their role in the company and their own behaviour in the workplace;
- publicize the company's objectives in the area of occupational safety and environmental compatibility;
- pursue an open and constructive attitude towards workers, the public, users, Public Authorities and all Stakeholders, in compliance with their respective environmental requirements. and share the results we achieve with the outside world;
- maintain and continuously improve the company management system, to increase its environmental and health and safety performance, through the involvement of workers and company functions at different levels.

Today these values of ours are realized and integrated in a specific commitment to occupational health and safety and the environment, and aligned with our production activities and the resources available to us.

The Management of Bormioli Pharma S.p.A. is committed to supporting the implementation of this Integrated Policy and the respect for its principles. The Integrated Policy is periodically reviewed and updated by Management, in order to ensure its validity and its correspondence to the needs of the company and its stakeholders.

Parma, 12.06.2020

The CEO

Andrea Lodetti

