

ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Founded in 1886 in Naples, the **MENARINI Group** is present in 136 countries. In 1915, Menarini moved to Florence where the parent company is still located. To date, the Group has over **17 thousand** employees, of which approximately 3,500 in Italy.

MENARINI closed the year 2017 with a turnover of **3.6 billion euro** and on the pharmaceutical market it ranks first in Italy, is the 13th out of 5,345 pharmaceutical companies in Europe, and the 35th out of 21,587 worldwide (Source: IQVIA).

The strategic objectives of Menarini have always been internationalisation and research. With **6 research centres and 16 production plants**, the Menarini products are available in the most important therapeutic areas such as cardiology, gastroenterology, pneumology/antibiotics, diabetology, and anti-inflammatory/analgesic agents.

The **MENARINI Group** is facing the future with worker safety and environmental protection as its primary values, while also promoting a culture of prevention and awareness.

PRINCIPLES

The principles adopted by the **MENARINI Group** for the aspects concerning Health, Safety and the Environment include:

- compliance with the applicable provisions governing the environment and safety in the workplace, and with all the other commitments made;
- development of Guidelines for protection of the environment, and health and safety of workers, with a view to achieving continuous improvement of its performance;
- participation of employees, temporary workers and workers of third-party companies in the process of risk prevention, protection of the environment and the safeguarding of health and safety;
- preventive assessment of investments, taking into account the potential impact on the environment, health and safety;
- the satisfying of the stakeholders' expectations and compliance with the formal obligations entered into by the Group, as a fundamental prerequisite for creating value and promoting sustainable development.

COMMITMENTS

The **MENARINI Group** is committed to translating the principles into action, by continuing to:

- improve energy efficiency and reduce environmental impact through improvement and awareness-raising actions of the personnel;
- reduce emissions from the production plants thanks to the installation of systems that are technologically advanced and compliant with the European Guidelines;
- communicate, promote and encourage the use of sustainable transport methods by all employees;
- plan and develop all relative work activities by adopting the best techniques available in order to prevent accidents and the onset of occupational diseases;
- ensure the educating, informing and training of the personnel, making all employees and contract workers aware of how to perform their duties in safe conditions;
- improve the internal and external communication processes in the aim of increasing the effectiveness of the Integrated HSE Management System;
- guarantee the improvement of performance in relation to the environment, health and safety, defining appropriate performance indicators aimed at achieving the established objectives.

REPORTING

- availability of the performance indicators regarding the environment, health and safety;
- dissemination of the environmental, health and safety accident analyses to the personnel concerned;
- sharing of the audit results.

1 July 2018



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