



GLOBAL POLICY ON HEALTH, SAFETY, ENVIRONMENT AND ENERGY



I. PURPOSE

Menarini's Board of Directors, Executives and Management Team firmly believe that the occupational health and safety of its employees and collaborators and the protection of the environment are key factors of corporate management and success in conducting business.

The Menarini Group believes that these issues are of strategic importance for the "sustainable development" of its global organization and has long been on a path to continuously improve its performance in these areas.

The objective of this Policy is therefore to define the principles that govern business processes and the commitments that the Company intends to pursue to ensure health and safety in the workplace, environmental protection and energy saving, in line with the Company Mission.



II. SCOPE OF APPLICATION

This Policy applies to all employees of the Menarini Group and to all third parties with whom the Company collaborates at all production sites, subsidiaries, affiliates and representative offices around the world.

Menarini respects the laws and regulations of the countries and jurisdictions in which it operates. This Policy is not intended to override local laws and regulations. In case of conflict or inconsistency between external requirements, the stricter standard will apply.

Each subsidiary, at the local level, shall:

- monitor its regulatory framework to understand new regulations or changes that may impact the topics described in this Policy;
- implement this Policy through employee behavior and make it effective through specific regulations, procedures or work instructions.



III. DEFINITIONS

HSE: Health, Safety and Environment

Integrated Management System: set of procedures, processes and practices that the organization has adopted to identify, control and monitor risks for safety, environmental and energy impacts.



IV. PRINCIPLES

The Menarini Group's Policy on occupational health and safety, environment and energy is based on the following guiding principles:

- the protection of the occupational health and safety of its employees and contractors through the elimination of hazards, the reduction of risks, and the protection from any harmful effects on people and the environment resulting from its activities and processes;
- the prevention of pollution and the protection of the environment through the continuous improvement of its performance, the reduction of the impacts of its activities in terms of emissions, discharges and waste produced, and the efficient use of energy resources in a "life cycle oriented" approach;
- the sustainable development of its processes and activities through a business model based on the conscious use of resources, in adherence to the principles and policies promoted by various organizations at the international level (COP 28, European Green Deal, etc.);
- the satisfaction of its stakeholders needs and expectations, ensuring high levels of safety and quality of products and services offered in compliance with the "duty of care" in the conduct of its activities throughout the value chain;
- the compliance with all applicable provisions on occupational health and safety, environmental protection and energy efficiency, and all other commitments undertaken by Menarini that are considered to all intents and purposes "compliance obligations" for the Organization.



V. ENGAGEMENTS

Menarini intends to guarantee compliance with the principles set out above through the definition of a series of specific commitments and initiatives, designed into the following action areas.

V.1. Systemic approach to the processes and products management

- Ensuring the integrated management system's implementation and maintenance appropriate to the organization's activities and products, to ensure continuous improvement in health, safety, environmental and energy performance by setting appropriate targets and performance indicators;
- Guaranteeing that product's research, development and design systematically take into account the impact on the environment, personnel and customers in order to ensure the safety of products for their intended use, rational use of resources and reduction of emissions and waste at the various stages of their "life cycle";
- Ensuring that the design and operation of production facilities and processes meet safety requirements for personnel, the community and the environment by conducting appropriate assessments of risks and impacts, including those on personnel and surrounding communities of the activities conducted;
- Undertaking the education, information and training of personnel, sensitizing workers and contractors to perform their duties safely and in an environmentally friendly manner, with commitment and engagement;
- Promoting internal and external communication processes to increase the participation, dialogue and continuous involvement of all employees in the processes of managing health, safety, environmental and energy aspects and understanding and meeting their needs and expectations.

V.2. Health and safety at work

- Planning and implementing its work activities in a way that ensures healthy and safe work environments and adopting an approach oriented to prevent injuries, accidents and potential occupational diseases;
- Developing internal involvement and engagement processes aimed at creating a corporate culture on safety, promoting safe behavior and the reporting of potentially dangerous events or situations, ensuring appropriate investigations of injuries and/or incidents that have occurred, and sharing the results of the analyses and experiences gained with the personnel concerned;
- Promoting a culture of safety among external contractors and suppliers through dedicated meetings about sharing, communication and specific information on the risks related to the workplace to the activities conducted for Menarini, so that they operate and in compliance with current regulations and in accordance with this Policy's provisions.



- Ensuring compliance with procedures and safety standards established by Menarini, enhancing virtuous behavior, and discourage unsafe actions and violations that may pose a risk to one's own safety or that of colleagues.

V.3. Environmental Protection

- Ensuring that its activities do not harm the environment by adopting the best available and economically sustainable technologies to reduce environmental impacts;
- Promoting efficient use of resources and raw materials, maximizing their reuse where possible and reducing their consumption within the production cycle;
- Ensuring proper management of generated waste, promoting reduction, recycling and recovery;
- Ensuring that the transportation of materials is conducted in a conscious manner, avoiding problems for human health and the environment;
- Promoting and encouraging the use of sustainable and conscious modes for materials transportation and people's movements;
- Improving energy efficiency through best practice initiatives and people awareness actions.



VI. REFERENCES

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