

# INTEGRATED MANAGEMENT SYSTEM

## POLICY FOR QUALITY, OCCUPATIONAL RISK PREVENTION AND THE ENVIRONMENT

The Management of Laboratorios Menarini S.A., managing a pharmaceutical industrial group in Spain, is aware of its **responsibilities in caring for the health and well-being of people** and considers Quality, Occupational Risk Prevention and Environmental Protection to be three fundamental pillars of all our activities and, in turn, essential elements to be taken into account in the achievement of our goals. To this end, we are committed to:



Comply, at all times, with current legislation on **Quality, Occupational Risk Prevention and Environmental Protection**, as well as those recommendations or voluntary standards to which we decide to adhere.



Consider Quality, Occupational Risk Prevention and Environmental Protection **as essential elements in the responsible and sustainable development** of our activities in a competitive and globalized environment.



Within our possibilities, **facilitate the availability of resources**, both human and material, for the proper development of the Integrated Management System.



Promote **continuous improvement as a means for the evolution** of the Integrated Management System, with the commitment to control its evolution, promote its development and revise it periodically.

For all these reasons, **it states that the implementation and monitoring** of this Integrated Management Policy must be the **responsibility of each** and every one of our employees, with whom we will jointly:



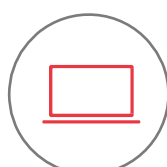
Contribute to the **best performance of the assigned tasks**, within the framework of the pharmaceutical quality system with the ultimate goal of putting quality, effective, safe and socially useful medicines on the market.



Consider it essential to **strictly observe** all necessary measures for **safety at work, risk prevention and health care**, basing our actions, among others, on the results of the company's risk assessment and on the consultation and participation of employees and/or their representatives.



Promote the **protection of the environment** and the mitigation of climate change by adapting, to the extent possible, the manufactured products and the processes used, to the need to **minimize their environmental impact**, rationalizing the use of **natural resources** and **recycling the waste generated**, directing our efforts towards the **minimization of waste**.



Periodically publish the **most relevant results of our environmental management**, making them available to internal and external stakeholders.



Treat the **information coming from external and internal customers and suppliers** as a main source for the **detection of improvement opportunities** of our Integrated Management System, working for the satisfaction of the stakeholders.



Promote **continuous professional training of our employees** as a fundamental tool for **continuous improvement**, helping to **increase** everyone's **responsibility** in matters of **quality**, occupational risk **prevention** and environmental **protection**.

Our Integrated Management System (IMS), of which this Policy forms a fundamental part, is based, in those companies or areas of activity that have a significant importance, on the requirements of the obligatory standards as well as the voluntary ones that we have decided to subscribe to, among which are the ISO 9001, ISO 45001, ISO 14001 and EMAS Regulations.