Sustainability and non-financial information report

Executive Summary

MENARINI SPAIN 2022

At Menarini, we remain vigilant to the needs of the company's sphere of action and its environment, we are part of the same project, of the same idea, as only in this way can we react and implement initiatives that allow us to comply with the Sustainable Development Goals (SDGs), one of our priority lines of work in 2022. This action plan responds to our aspiration to be a leading company committed to the life and well-being of people, which has led us to promote actions generating knowledge and contributing to health.

We are at a key moment in our commitment to achieving a much more sustainable, fair and inclusive planet; we share the spirit of the 2030 Agenda, improving the lives of all, ensuring prosperity and guaranteeing the protection of the planet, three pillars on which Menarini bases its activity to achieve this common goal.

MENARINI GROUP INTERNATIONAL

+17,000
EMPLOYEES

PRESENT IN
+140 COUNTRIES

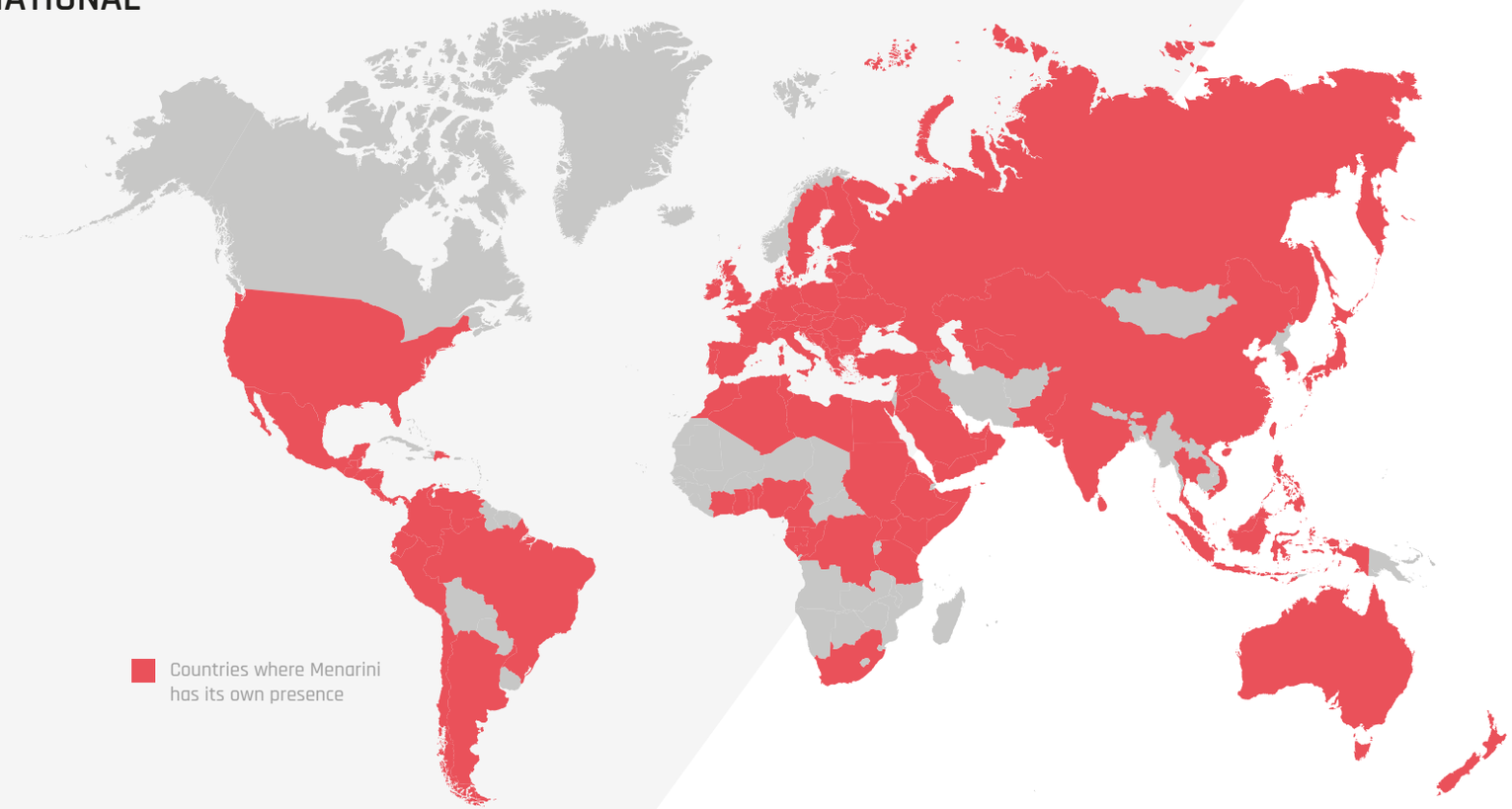
Europe
Asia
Africa
The Americas

18 PLANTS OF
PRODUCTION

Spain
Italy
Germany
Turkey
Russia
Guatemala
Indonesia
United States

9 CENTRES
OF R&D&I

Badalona



Countries where Menarini has its own presence

MENARINI SPAIN

We want to be a leading company committed to people's lives, promoting innovative initiatives that generate knowledge and contribute to better health.

Who we are

Badalona Headquarters (13,000m^2)
- Offices
- Production plant
- R&D&I Centre

One of the Group's strategic HUBs

ACTIVITIES

Clinical research

Drug production

R&D&I activities

THERAPEUTIC AREAS

Cardiovascular risk

Respiratory diseases

Digestive system

Men's sexual health

Oncology

KEY INDICATORS 2022

Top 15
companies in the sector

Net sales:
253.3 BILLION €

Units produced:
60.8 BILLION pcs

Donations made:
355,990 €

Taxes paid:
16.6 BILLION €

Employees at end of year:
538

CO_2 emissions:
0.01% (-7% vs. 2019)

Staff training:
3,374 hrs

A commitment to sustainability

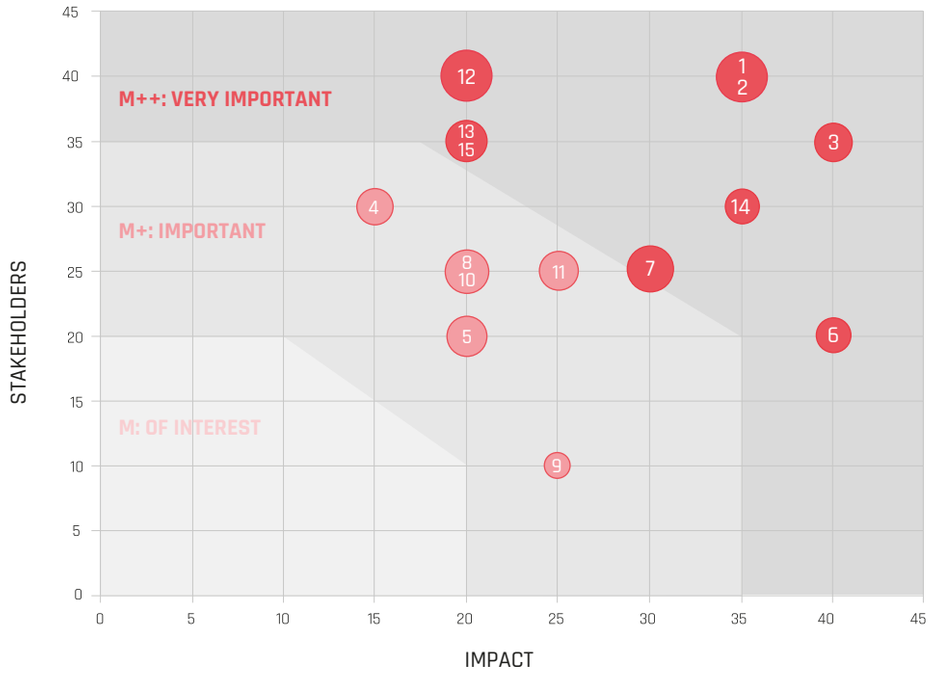
STRATEGY

Menarini embraces the integration of sustainability in its management under the ESG (environmental, social and good governance) criteria, counting on 5 strategic axis of commitment:

1. Patient care and assistance
2. Healthcare and operational excellence
3. Generation of wealth for society
4. Growth of productive activity
5. Generation and dissemination of knowledge

MATERIALITY

Menarini's materiality matrix shows the most relevant issues for the company, outlining its strategy and enhancing transparency and the relationship with its stakeholders.



3. Product quality and safety (S)
1. Risks and crisis management (G)
2. Maintaining ethical anti-corruption and anti-bribery practices (G)
14. Specialised training for healthcare professionals (S)
6. R&D&I strategy and investment (S)
12. Respect for and protection of human rights (G)
15. Environmental protection (E)
7. Contributions to health and quality of life (S)
13. Community engagement (S)

COMMITMENT

Since 2017, the Company has adhered to the **United Nations Global Compact**, which promotes compliance with 10 principles related to human and labour rights, the environment and the fight against corruption through the achievement of a series of Sustainable Development Goals (SDGs).

As a company committed to society and to the great challenges facing humanity, we play an important role in sustainable development by supporting **social progress**, **economic growth** and **environmental balance**.

To this end, we are committed to achieving the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda and we focus on its priority SDGs, which are: 3, 8, 9, 12, 13 and 17.

Priority SDGs

Correlation of the UN Global Compact Ten Principles with the SDGs:

- Human Rights
- Labour Standards
- Environment
- Fight against corruption

Ethics and governance: pillars of Menarini management

Business ethics and responsible governance are indispensable in managing our business and creating long-term sustainable value. It is through our mission, vision and values that we materialise our social commitment, identity and corporate culture.

MISSION

Our *raison d'être* is people, finding a solution for every disease and providing better health and quality of life.

VISION

We want to be a leading company committed to people's lives, promoting innovative initiatives that generate knowledge and contribute to better health.

VALUES

People-centred: Its best asset. Together they build their identity and their future.

Innovation: Creativity, dynamism and versatility to face new challenges and generate opportunities.

Responsibility: To society, our employees and the environment.

Excellence: Working every day to achieve the highest level of quality by rigorously complying with procedures and committing to training in a process of continuous improvement.

MENARINI GOVERNANCE AND CULTURE

It is organised through the following administrative and management bodies, as well as working committees for specific topics:

- Board of Directors
- Steering Committee
- Integrity Committee
- Sustainability Committee
- Equality Committee
- Health and Safety Committee

ETHICS AND COMPLIANCE

The Code of Conduct, which brings together the **Corporate Code of Conduct** and the **Third Party Code of Conduct**, reflects Menarini's ethical standards, common to all the people who form part of the Company. As a sign of our ethical commitment, we have adopted an active role within the self-regulatory bodies of the pharmaceutical sector and the innovative medicines industry, with Farmaindustria in Spain being the most important one.

We have additional tools in place to ensure ethical compliance at all levels:

Commitment and responsibility. Management is responsible for the implementation of the Code of Conduct.

Business integrity. We comply with all laws and regulations applicable to us, while playing an active role in industry self-regulatory bodies. We also control our own risks through the fight against corruption and bribery.

Gifts, hospitality and expenses are limited in accordance with applicable law and regulations.

Conflicts of interest. Any activity that could affect the interests of the company is prohibited.

HUMAN RIGHTS

Completing ethics and governance at Menarini, it is worth highlighting the Company's work in terms of:

- **Human Rights**
- **Workers' Rights**
- **Data protection**

People-centred

People, Menarini's *raison d'être*

QUALITY AND SAFETY OF MEDICINAL PRODUCTS

The quality of medicinal products is an essential aspect for Menarini, which is why we ensure that all procedures and quality management are carried out in accordance with the standards and relevant good practices.

To ensure patient health and safety, we have a **Global Pharmacovigilance System** that enables the Company to detect and minimise potential adverse effects related to our medicinal products.

Our commitment to people's lives through excellence is also reflected in the quality of our customer service, which is constantly evaluated.

LRQA CERTIFIED ISO 9001

ISO 9001 Standard

- Quality -

COMMITTED TO TALENT

Human Resources are the most important element when considering the Company's development. **Human Resources** management is based on respect for people and recognition of their uniqueness.

To enable the full development of the personal and family life of the entire workforce, at Menarini we strongly defend the right to work-life balance through work schedules adapted to needs or social benefits, among other measures.

In order to keep our staff up to date with the latest technologies and advances, each year at Menarini we draw up a global **Training Plan** adapted to each area.

HR indicators

	2022
% women in the workforce	35.87%
% women in management positions	18.75%
% permanent contracts	99%
% employees with disabilities/ Special employment centres	2.36%

Diversity is a core value of Menarini's commitment, a commitment to building a culture that respects uniqueness as well as being a valuable contribution to all the people who make up the Company.

Measures to warrant equality

- Diagnosis of the situation
- Remuneration audit
- Current Equality Plan
- Negotiating and Monitoring Committee of the Equality Plan
- Meetings to monitor compliance with the objectives of the Equality Plan
- Annual quantitative diagnosis with distribution of the workforce by sex

Menarini is committed to the health and safety of the entire workforce and of all those involved in its activity by applying standards in these areas in all its activities, improving the conditions of the working environment and ensuring compliance with all applicable laws and regulations. With the aim of guaranteeing the health and well-being of our staff, as well as avoiding, minimising and/or controlling risks in the workplace, we have implemented a **Management System for the Prevention of Occupational Risks**, as well as our own **Joint Prevention Service**.

LRQA CERTIFIED ISO 45001

ISO 45001 Standard

- Occupational Health and Safety -

Respect for the environment

Menarini promotes the protection of the environment and the mitigation of climate change, minimising, as far as possible, the environmental impact of our products and processes, rationalising the use of natural resources and targeting our efforts to minimise waste and emission of pollutants into the atmosphere.

MENARINI RESPONSABLE

ENVIRONMENTAL RESPONSIBILITY

The Company has implemented an **Integrated Quality**, Occupational Risk Prevention and Environmental **Management Policy** that has given rise to an **Integrated Management System (IMS)**, which demonstrates the commitment to integrate care for the environment into all Menarini processes.

At Menarini, we integrate environmental management into our organisation, which is why all our personnel participate in it. Moreover, we have a **specific HSE (Health, Safety and Environment) department**. In all the years of the Company's activity there have been no incidents with a serious impact on the environment, which allows us to guarantee the low probability of serious contamination scenarios arising.

With regard to the **Environmental Management Programme**, the degree of compliance with the main objectives in 2022 has shown Menarini's real progress in line with its vision.

In addition, Menarini's Integrated Management System (IMS) ensures strict compliance with environmental regulations in all areas of our activity.

LRQA CERTIFIED ISO 14001

EMAS GESTIÓ AMBIENTAL VERIFICADA ES-CAT-000156

ISO 14001 Standard

- Environment -

ACTION FOR THE CLIMATE

We participate in the **EMAS Club**, a private non-profit association made up of companies and other organisations from different sectors and sizes that share the desire for environmental improvement, reflected in the participation in the EU Eco-Management and Audit Scheme (EMAS) and in going beyond compliance with current environmental legislation.

We are aware of the need to **reduce the volume of GHG** (Greenhouse Gases) **emissions** derived from the development of our activity, which is why we regularly carry out a measurement of direct and indirect emissions derived from the Company's global activity.

CIRCULAR ECONOMY

We participate in the **"Eix Besòs Circular"** project, an industrial symbiosis project aimed at offering a support service to local industry to move towards a circular economy.

We mainly use three types of resources for the development of our activity: energy, water, raw materials and materials. Each one of them is monitored in order to know their performance and act according to their results.

In order to minimise our environmental impact and preserve the environment, in addition to rational and sustainable consumption of resources, it is essential that the waste generated is managed appropriately, according to its nature. With the help of authorised expert managers, we set ourselves very demanding standards in **waste management**, focusing both on its correct segregation and on minimising waste and prioritising its recovery.

ENVIRONMENTAL AWARENESS

Responsibility to society, to our employees and to the environment is among Menarini's values. To this end, throughout 2022 we have once again carried out actions aimed at raising awareness among staff of the importance of caring for the environment and helping them to put into practice the rule of the **3 R's: Reduce, Reuse and Recycle.**

Close to communities

For Menarini it has always been essential to be close to medical society and the communities in which it operates.

COMMITMENT TO HEALTHCARE PROFESSIONALS

One of the strongest commitments Menarini has made throughout its more than 50 years in Spain is the continuing education of healthcare professionals through the **Menarini Scientific Area** (Área Científica Menarini).

The Menarini Scientific Area is recognised in the healthcare sector as a pioneer, benchmark and leader in continuous training for healthcare professionals. Its main objective is to **provide quality training in the field of health.**

We also collaborate on an ongoing basis with various public and private scientific and academic societies to continue promoting training and research. Proof of which is our involvement in the creation of and participation in specific chairs and master's degrees through which we reaffirm our vocation for research and teaching as a way to meet the demands of the different medical specialities.

As part of our commitment to healthcare excellence, we conduct our own projects and sponsor and co-sponsor initiatives that help develop and disseminate knowledge in the field of healthcare management and continuous improvement in healthcare.

On 16 May 2022 a **new Menarini Scientific Area web** was launched, exclusively for healthcare professionals with specialised training content in more than 12 therapeutic areas.

As part of our people-centred mission, we have been committed for years to reducing the significant digital divide in the sector. We want to be a driving force to make eHealth a reality in Spain, highlighting among others the **Sherpas20** initiative.

COMMITMENT TO COMMUNITY DEVELOPMENT

At Menarini, we firmly believe in the mutual enrichment of affiliation or adhesion to different associations, chambers of commerce and other entities to promote community development.

Of particular note is the distribution of the expenditure made on scientific collaborations and collaboration agreements during 2022 throughout the territory and in a more centralised manner in the communities where we have the greatest presence. We also collaborate on an ongoing basis with non-profit associations, NGOs, foundations and other organisations focused on promoting the development of inclusion, cultural and employment processes.

In 2022, Menarini's workforce in Spain was made up of **538 professionals**. It is worth noting that **40% of the total workforce are women and 99% have a permanent contract.**

We continue to support local suppliers as a driving force for the development of the communities in which we operate.

SOCIAL COMMITMENT

We are aware of the risks of social exclusion and for this reason, for years, we have been promoting various social initiatives to support all those in need.

Among the social actions carried out in 2022, the following are worth highlighting:

- **Menstrual equity fund in Badalona**
- **Meal grants in Spain**
- **Menarini with Ukraine**
- **We collaborated with the 31st edition of La Marató organized by TV3 on cardiovascular diseases**

Initiatives in the field of health and science

REDTBS STOPEPIDEMIAS · Banco Farmacéutico La ONG de la farmacia · Farmacéuticos Sin Fronteras España LAONGDELFARMACÉUTICO · fcri Fundació Catalana per a la Recerca i la Innovació · Fundación CEFi · Sociedad Española de Química Terapéutica SEQT · España Fundación benéfica salud Fundación para la promoción de hábitos de vida saludables · amics de Can Ruti salut i recerca · La Marató TV3

Support for organisations

Ajuntament de Badalona · LA NAU EL BANC DE PRODUCTES NO ALIMENTARIS · Formació i Treball La Fundació amiga · educo educar cura · BANC DELS ALIMENTS · Generalitat de Catalunya Departament d'Acció Social i Ciutadania Direcció General d'Atenció a la Infància i l'Adolescència C.R.A.E. Mª Assumpta · FUNDACIÓN SEUR

Social initiatives

FUNDACIÓ ATENEU SANT ROC · Fundació Joventut Badalona · Cáritas · COOPERACIÓN INTERNACIONAL · Generalitat de Catalunya · ACTUA cooperativa d'iniciativa social · aethmic

Purchase of value-added services

DIOMCOOP · Taller sant iSiDRE · PUNTS Arts gràfiques i missatgeria Empresa d'economia social

SUSTAINABLE DEVELOPMENT GOALS

Scan to view
the full report

GRUPO
MENARINI

Alfons XII, 587
E-08918 Badalona (Barcelona)
Tel. +34 93 462 88 00
Fax +34 93 462 88 20
www.menarini.es