













Policy of the Integrated Quality Management System, Occupational Risk Prevention, Energy Management and Environmental Protection

The Management of Laboratorios Menarini S.A., manager of a pharmaceutical industry group in Spain, is aware of **its responsibilities in caring for the health and well-being of people**, and believes that quality, prevention of occupational risks, energy management and environmental protection are fundamental axes of our activities, as well as essential elements to consider in meeting our goals. Therefore, we undertake to:

-  Scrupulously comply with all current laws and applicable regulations regarding quality, safety, energy and the environment, as well as incorporate voluntary good practices that contribute to continuously improving our performance and meeting the needs and expectations of our stakeholders.
-  Make quality, safety, energy management and environmental protection essential elements in the responsible and sustainable conducting of our activities in a competitive and globalised environment.
-  Dedicate adequate human and material resources, to the extent of our abilities, for the effective development of the Integrated Management System.
-  Promote constant evolution of the Integrated System by incorporating a continuous improvement cycle based on key indicators.

To this end, it is our **shared responsibility** with the people who work in our organization to **implement and monitor** this integrated management policy in order to:

-  Perform our duties with excellence within the framework of the pharmaceutical quality system, in order to place quality, effective, safe and socially useful medicinal products on the market.
-  Ensure the safety and health of our staff by implementing preventive measures based on risk assessments, while promoting the active participation of all employees and/or their representatives.
-  Optimise our processes and products to minimise our environmental impact, promoting energy efficiency, the circular economy and waste reduction.
-  Promote transparency by periodically publishing the results of our environmental management, making this information available to all stakeholders.
-  Use information from clients and suppliers, both internal and external, as a fundamental source for detecting opportunities to improve our Integrated Management System, always seeking to satisfy the needs of all stakeholders.
-  Promote the continuous training of our collaborators as a driver of continuous improvement, fostering an organisational culture based on responsibility, quality, prevention of occupational risks 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 significant importance, on the requirements of mandatory standards, as well as voluntary standards to which we have decided to subscribe, including ISO 9001, ISO 45001, ISO 50001, ISO 14001 and the EMAS Regulation.