



**POLICY OF THE MANAGEMENT SYSTEM
FOR HEALTH AND SAFETY AT WORK AND FOR THE ENVIRONMENT OF
DELPHARM MILANO s.r.l.**

Delpharm Milano s.r.l. is a pharmaceutical company that manufactures and packages liquid and solid pharmaceutical forms for oral use. The company is placed, within the international specialized market of contractors, as a reference player in the field of pharmaceuticals. Besides it is also located within an international group specialized in the production of pharmaceutical products.

In line with the Group Policy on Health and Safety and the Environment, issued in December 2023 and its approach to Corporate Social Responsibility, Delpharm Milano is committed to protecting health, safety and the environment for the benefit of its employees, contractors, subcontractors, supplier partners, customers and any other stakeholder affected by its activities, in a spirit of transparency


Health and Safety at work, as well as environmental protection are considered, as well as a legal obligation to be respected, an integral and essential part in all our work activities and business processes, as a founding value of the company.

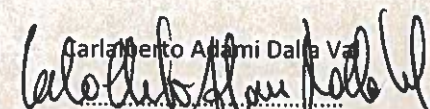
In order to implement an integrated management system for health and safety at work and for the environment, Senior Management is committed to:

- provide safe and healthy working conditions for the prevention of injuries and diseases to employees, contractors, visitors and in general to all those who, for whatever reason, interact with business activities;
- prevent all forms of pollution and to take action to protect the environment, with particular reference to environmental matrices which are more related to business activities, such as the production of waste, the emission of water waste and emissions into the atmosphere; in this perspective, the preservation of non-renewable energy resources is also an environmental aspect of particular relevance and interest to the company;
- in particular, in line with the Group Policy, it is committed to reducing greenhouse gas emissions linked to production, reducing energy consumption and using renewable energy; furthermore, it is committed to optimizing the management of resources, in particular water;
- meet all legal requirements concerning health and safety at work and environmental protection, as well as all voluntary requirements related to UNI EN 45001 and UNI EN ISO 14001 and other voluntary requirements related to health and safety at work and environment that the company has decided or will decide to apply;
- constantly improve the integrated management system for the effective achievement of business objectives, in view of the systemic principles of continuous improvement and with the aim of pursuing ever greater environmental and safety performance;
- eliminate hazards, where possible and practicable, and to reduce risks by achieving residual levels of risk to health and safety.
- consult workers and their representatives, with a view to their maximum involvement, as a necessary and optimal condition for the development of the management system and for the achievement of health and safety at work and environmental objectives

This policy is the basis for the establishment and pursuit of all business objectives regarding occupational health and safety and environmental protection.

Milan, 8 January 2024

Paolo Rossi

(Site Head)

Carlo Alberto Dalla Valle

(Industrial Director Pharma 1 / Alta Direzione)