



## R-Pharm Germany GmbH Illertissen - EHS guidelines

It is the mission of R-Pharm Germany in Illertissen to be one of the most outstanding manufacturer, packer and developer of pharmaceuticals and food supplements, thereby helping to improve the health and quality of human lives. We focus on safety, health, climate and environmental protection as well as the responsible use of energy resources. In all our activities we take social and economic factors as well as environmental factors into account and we promote and develop sustainable action.

### Our goal is

- to comply with legal obligations and other requirements. We are prepared to take measures beyond the fulfillment of legal and regulatory requirements if we consider them necessary on our own responsibility, weighing up ecological and economic concerns.
- to achieve continuous improvement of our integrated energy and EHS management system, including regular assessments and periodic audits to meet international standards.
- to create a corporate culture in which safety, health and environmental protection (EHS) and the conscious use of energy are integrated into all activities. This can only be achieved through the active cooperation of all employees. For this reason, we want to inform and educate our employees so well that they can actively take on co-responsibility and thus consult and involve employees and their representatives.
- to lead the company as a responsible member of society. We are committed to continuously improving the use of energy resources and our EHS performance.
- to improve social, ecological and economic aspects at R-Pharm Germany GmbH with our sustainability management and to strive for the Sustainable Development Goals (SDG) of the United Nations. We take responsibility for sustainable action and development.
- to provide our employees with a safe and healthy working environment to prevent work-related injuries and illnesses and to prevent injuries and incidents through appropriate technical or organizational measures and to eliminate or minimize hazards and risks at work.
- to deal economically with natural resources and to achieve a continuous increase in energy efficiency as well as to minimize the impact on the environment and to ensure a careful use of energy. Therefore, in our production we strive to use existing possibilities to avoid pollutant and noise emissions, save energy and water, avoid, reduce or recycle waste.
- to conduct an open and objective dialogue with authorities, business partners, neighbors and the interested public about the environmental policy of our company and to be open to suggestions for improvement.
- to observe ecological and energy-efficient criteria in the procurement of our raw and auxiliary materials, as well as in the purchase of services - as far as possible and economically justifiable -, and to consciously give preference to suppliers or service providers, who place a similarly high value on EHS as we do and who support us in improving our energy-related performance.
- to provide all resources necessary to achieve the strategic and operational goals in terms of occupational health and safety, energy and environmental policy, and to ensure the availability of the necessary information.

**This EHS Policy is set by the Management Board and applies to all employees and all activities of R-Pharm Germany GmbH in Illertissen. Compliance with this policy and the EHS standards are mandatory.**

Illertissen, August 28<sup>th</sup>, 2024

  
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