



Insud Pharma Group Occupational Health and Safety Policy

As a company engaged with the manufacturing, development and marketing of active ingredients and finished products for pharmaceutical and veterinary use, Insud Pharma recognizes the importance of carrying out all its activities in a healthy, safe and sustainable context. The Senior Management, through this Policy, subscribes to the following commitments:

- Establish measures to comply with applicable legal requirements and voluntary obligations embraced by the company.
- Define continuous improvement as the cornerstone of our business activities, considering the occupational health and safety policy as a reference framework for setting objectives.
- Apply good practices in the design, operation, maintenance and optimization of equipment, facilities and procedures, integrating health and safety measures in production processes.
- Plan risk prevention, integrating technique, work organization, working conditions, social relations and the influence of environmental factors at work.
- Work with suppliers and contractors to implement hazard elimination and risk reduction measures.
- Maintain, promote and establish appropriate channels to ensure transparent and continuous communication with administrative bodies, the local community, employees and other stakeholders.
- Provide adequate training to employees, ensuring the implementation of good practices so that they play a key role in the management of safety and health care in the workplace.
- Promote and maintain a workplace where our values and standards (Code of Ethics, Compliance Policy) are upheld and sustained.
- Promote a culture of health and safety promotion, within the framework of corporate social responsibility, fostering an attitude of commitment that enables the involvement of all personnel.

Management is also committed to ensuring the implementation of this policy and the annual review of its content, adapting it to the nature of the activities and impacts, as well as to the general strategy of the Insud Pharma Group.

