



INTEGRATED MANAGEMENT POLICY (ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY) LABORATORIOS FARMACEUTICOS ROVI S.A., ROVI PHARMA INDUSTRIAL SERVICES S.A.U., PAN QUIMICA FARMACÉUTICA S.A., ESCÚZAR S.L AND AFFILIATES

At ROVI, we are committed to safety, health and well-being —both physical and emotional— in the workplace and, likewise, to the environment. We strive to promote healthy behaviour and conserve and protect biodiversity.

The ROVI Pharmaceutical Group is formed by a number of companies that may be identified by their activities and geographical areas:

COMPANY	LOCATION	ACTIVITY	
Laboratorios Farmacéuticos ROVI S.A.	Granada	<i>Research and development of medicines and medical devices. Manufacture of active substances.</i>	
Laboratorios Farmacéuticos ROVI S.A.	Madrid	<i>Control of the manufacture of medicines and medical devices.</i>	
Laboratorios Farmacéuticos ROVI S.A.	Madrid and Portugal	<i>Marketing of medicines and medical devices.</i>	
ROVI GmbH. ROVI Biotech Limited. ROVI Biotech, S.R.L. S.A.S.U. ROVI	Germany United Kingdom Italy France		
Pan Química Farmacéutica S.A.	Madrid		<i>Marketing of medicines and medical devices. Manufacture and sale of pressotherapy garments.</i>
ROVI Pharma Industrial Services S.A.U.	Alcalá de Henares		<i>Production, storage and packaging of specialty pharmaceuticals.</i>
ROVI Pharma Industrial Services S.A.U.	Madrid	<i>Manufacture and packaging of medicines and medical devices in small-volume injectable pharmaceutical forms. Performing external analyses.</i>	
ROVI Pharma Industrial Services S.A.U.	San Sebastián de los Reyes	<i>Manufacture and packaging of medicines and medical devices in small-volume injectable pharmaceutical forms. Manufacture of active substances.</i>	



Escúzar S.L.

Granada

Manufacture of active substances.

We understand the protection and conservation of the environment and the prevention of injuries and health deterioration related to work to be differentiating factors in people's quality of life and health and, therefore, principles that should be integrated into business management.

We are aware of how the location of the centres:

- Technology park in the case of the Granada plant;
- Industrial estate for the Escúzar plant;
- ROVI Pharma Industrial Services in Madrid and Alcalá de Henares.
- Pan Química in the centre of Madrid;
- Rural land in the case of the San Sebastián de los Reyes plant;
- Subsidiaries in different geographical areas of Europe;

and the size, purpose and context of each one of our companies, as well as the specific nature of the risks and opportunities of our activity, can generate a potential impact on the environment and workplace health and safety. For this reason, we are working to implement a *health and safety system* based on the standard ISO 45001, focusing on technological innovations to ensure safe and healthy working conditions and allow us, as far as possible, to *eliminate hazards and reduce risks* in the workplace.

At the same time, we are working on an environmental management system in accordance with the standard ISO 14001 in order to define a model to conserve the environment, prevent pollution and protect the environment through the sustainable use of resources and the implementation of both energy efficiency and waste management measures that allow us to minimise the generation of hazardous and non-hazardous waste, integrating the concept of a circular economy into our processes.

All the parties involved know our commitment, which is shared with them through the Integrated Policy and continuous training and awareness-raising. Likewise, we favour consultation and participation on the part of our workers or their representatives as a fundamental element of our business culture.

Globally, ROVI has established the following principles in relation to safety, health and the environment:

OUR COMMITMENT EXCEEDS REQUIREMENTS

We strive for our management systems not only to fulfil national and international legal requirements, but also to meet the concept of sustainable development applied both to our own personnel and third parties.

Our business project focuses on the sustainability, conservation, preservation and protection of the natural environment and the prevention of any risk to people's health.

TO BE BETTER

ROVI seeks efficient energy management and endeavours to replace products by



others with a lower environmental impact and new techniques to improve people's health. To this end, we optimise the use of natural resources and analyse the risks in order to develop an efficient health, safety and environment model.

TEAMWORK

We undertake to make a joint effort with our suppliers and contractors to minimise the impact of their activities on the environment, as well as the risks derived for both their health and safety and the health and safety of our own workers.

We will collaborate, as far as possible, with the different public authorities that seek to guarantee the conservation of the environment and prevent occupational risks and will incorporate the vision of external interested parties.

CONTINUING IMPROVEMENT

By defining objectives and goals in relation to the environment and occupational health and safety, we undertake to improve every day, always maintaining a firm vision of a more sustainable future that will incorporate new technologies and practices into our processes.

This Policy represents ROVI's firm commitment to the environment and occupational health and safety and, in the same way as our organisation is undergoing constant change, so will these principles, which will always be adapted to the organisation's situation at any given moment in time.



Juan López-Belmonte Encina
Chief Executive Officer
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Signed: Juan López-Belmonte Encina
Chief Executive Officer
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