



Occupational Health and Safety Policy

January 2025

1st Edition



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ROVI's objective is to promote a *preventive culture* by developing a safe working environment where the integrity of people and both physical and emotional well-being are guaranteed.

The ROVI Group is composed of a group of companies that are distinguished by the activities carried out 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 authorisations for medicinal products - Medical devices</i>
ROVI GMBH.	Germany & Austria	
ROVI Biotech Limited.	United Kingdom	
ROVI Biotech, S.R.L.	Italy	
S.A.S.U. ROVI	France	
Rovi Biotech sp. z o.o.o.	Poland	
Pan Química Farmacéutica S.A.	Madrid	<i>Marketing of medicines and health products. Manufacture and sale of pressotherapy garments.</i>
ROVI Pharma Industrial Services S.A.U.	Alcalá de Henares	<i>Production, storage and packaging of pharmaceutical specialties.</i>
ROVI Pharma Industrial Services S.A.U.	Madrid	<i>Manufacture and packaging of medicines and medical devices in low-volume injectable pharmaceutical forms. Conducting Analysis</i>
ROVI Pharma Industrial Services S.A.U.	San Sebastián de los Reyes	<i>Manufacture and packaging of medicines and medical devices in low-volume injectable pharmaceutical forms. Manufacture of active ingredients</i>
ROVI Escúzar S.L.	Granada	<i>Manufacture of active substances</i>

We have a health and safety management system certified by ISO 45001 that allows us to evaluate and implement tools and technologies that contribute not only to injury prevention and risk minimization, but also to generate a positive impact on the health of employees.

The principles and commitments set out in this policy are disseminated to all *stakeholders* so that everyone is aware of the importance of ensuring their safety, health



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and well-being, as well as that of other people in the environment.

- Complying with current legal requirements, to anticipate changes and implementing internal rules that are more restrictive than what the legislation requires.
- Evaluating our performance through objectives and goals that allow us to evolve and promote continuous improvement.
- Defining corporate indicators aimed at preventing incidents and accidents and investigating those that have been avoided by establishing measures so that they do not happen again.
- Identifying the risks and opportunities of our activity and establishing action plans that minimize possible damage to people and the environment.
- Providing personal protective equipment and studying improvements to collective protections to ensure the prevention of risks at work.
- Training and coaching all personnel so that they have the knowledge in preventive matters for the development of the activity in their workplace.
- Considering the *consultation and participation* of the company's personnel and their representatives as a fundamental part of our preventive culture.
- Promoting a healthy work environment and valuing the collaboration of our employees, contractors, temporary employment agencies and stakeholders in health and safety management and continuous improvement.
- Integrating gender and generational diversity perspectives, as well as any other personal characteristics in preventive management.

This Policy constitutes ROVI's firm commitment to Occupational Health and Safety, the purpose of which is to develop the activity protecting the integrity of people in a safe and healthy work environment.

Juan López-Belmonte Encina
Chief Executive Officer
Date: 10/02/2025