



**INTEGRATED MANAGEMENT POLICY (ENVIRONMENT AND SAFETY AND HEALTH AT WORK) LABORATORIOS FARMACEUTICOS ROVI S.A., ROVI PHARMA INDUSTRIAL SERVICES S.A.U. PAN QUIMICA FARMACÉUTICA S.A., and AFFILIATES**

The environment is the setting for human activity, both from the point of view of the individual and of the community. It is in our environment that we develop all our capabilities, our economy and our lives, and where each of our companies is located. The ROVI pharmaceutical group is made up of Laboratorios Farmacéuticos ROVI S.A. (Madrid and Granada), ROVI Pharma Industrial Services S.A.U. (Madrid, San Sebastián de los Reyes and Alcalá de Henares), Pan Química Farmacéutica S.A. (Madrid) and Laboratorios Farmacéuticos ROVI, S.A. (Portugal), ROVI GmbH (Germany), ROVI Biotech Limited (United Kingdom), ROVI Biotech, S.R.L. (Italy) and S.A.S.U. ROVI (France) which focus on health care.

The activities they cover are:

- a. Research and development of medicines and medical devices. **Laboratorios Farmacéuticos ROVI S.A. (Madrid and Granada)**
- b. Control of the manufacture of medicines and medical devices **Laboratorios Farmacéuticos ROVI S.A. Madrid**
- c. Marketing of medicines, medical devices.  
**Laboratorios Farmacéuticos ROVI S.A. Madrid**  
**ROVI Pharmaceutical Laboratories, S.A. (Portugal)**  
**ROVI GmbH (Germany)**  
**ROVI Biotech Limited (United Kingdom)**  
**ROVI Biotech, S.R.L. (Italy)**  
**S.A.S.U. ROVI (France)**
- d. Marketing of medicines and medical devices. Manufacture and sale of pressotherapy garments. **Pan Química Farmacéutica S.A.**
- e. Production, storage and packaging of pharmaceutical specialties. **ROVI Pharma Industrial Services S.A.U (Alcalá)**
- f. Manufacture of active principles. **Laboratorios Farmacéuticos ROVI S.A. (Granada):**
- g. Manufacture and packaging of medicines and medical devices. in injectable low volume pharmaceutical forms and suppositories. Performance of external analyses. **ROVI Pharma Industrial Services S.A.U (Madrid and San Sebastián de los Reyes)**

For all this we understand the protection of this environment *and the prevention of work-related injuries and deterioration of health*, as the fundamental axes of all our activities, as differentiating elements in the quality of life and health of people and principles to be integrated into business management.

However, we are aware that in our daily work we inevitably impact on our environment and on health and safety at work in various ways, since each of our companies has a different *size, purpose* and context depending on whether it is dedicated to manufacturing or marketing, as well as on its location (technology park in the case of the Granada plant, ROVI Pharma Industrial Services' industrial park in Madrid and in Alcalá, downtown in case of PAN QUIMICA and the affiliates in Europe, or rustic land in the case of San Sebastián de los Reyes) *or by the specific nature of its risks and opportunities* and that is why we are committed to minimising the effects of our activity, when and where this is possible, by implementing an environmental management system *and occupational health and safety* that also provides all the necessary means to guarantee *safe and healthy working conditions*.

In this sense, we are committed to knowing the technological innovations that can contribute to improving occupational health and safety *eliminating hazards and reducing risks*, as well as environmental protection through the sustainable use of resources and the implementation of



energy efficiency measures, and to maintaining at all times the principles of pollution prevention, prevention of damage and deterioration of health and continuous improvement.

Our commitment is known and disseminated to all interested parties through the Integrated Policy and through continuous training, *we also encourage the consultation and participation of our employees or their representatives* and awareness as a fundamental part of our business culture.

In particular, ROVI and its employees consider it necessary for environmental and occupational health and safety management to reach all phases of its activity through the following principles:

- Committing ourselves beyond what is required

As part of its environmental and health and safety management project, ROVI assumes not only compliance with the established legal requirements, as well as different requirements acquired voluntarily with third parties, but also the concept of sustainable development. ROVI's vocation is to be an environmentally sustainable business project committed to preventing any damage and/or deterioration of people's health. And we want the results of this sustainable project and its evolution to be known, so we will report annually on our results.

- - Working every day to be better

Seeking efficient energy management and, where possible, the replacement of products with others that have less impact on the environment and people's health, rationalising the use of natural resources and promoting the best guidelines for risk and waste management, including in our activity the principles of risk prevention, waste minimisation and recycling, as far as possible.

- - Working together

We are committed to working in a common effort with our suppliers and contractors to minimize the impact of their activities on the environment and the resulting risks to their health and safety and that of our workers. To this end, we will collaborate to the best of our ability with the various public administrations, which are the guarantors of environmental conservation and occupational risk prevention, and we will incorporate the vision of external stakeholders.

- Maintain a process of constant renewal for the sake of continuous improvement

Through the definition of environmental and occupational health and safety objectives and goals for our activities, we are committed to be better every day, maintaining a safe vision of a more sustainable future in which to develop, carrying out a continuous improvement of environmental behavior and Occupational Health and Safety performance. Incorporating in our processes new technologies and new practices that have allowed us to improve and adapt, and considering the best existing technologies

This Policy constitutes ROVI's firm commitment to the Environment and Occupational Health and Safety, and as our organization is changing, so will these principles, which will always be adapted to the reality of the organization.

Signed: Juan López-Belmonte Encina

Chief Executive Officer

Date 31.08.2020