

THE ENVIRONMENTAL POLICY

OF THE CHEMO GROUP

As a company dedicated to the manufacture, development and marketing of active substances and finished products for pharmaceutical and veterinary use, CHEMO recognises the importance of environmental protection and the undeniable need to conduct all business activities in full respect of the environment. In order to reduce its environmental impact and help to protect the environment, Senior Management has drafted the following principles:

- To fully **comply with** and continuously revise all applicable and current **legal** and non-legal **requirements** to which the company subscribes.
- To define **continuous improvement** as the cornerstone of our business activities, **so as to minimise our environmental impact** as far as possible on both a local and international level.
- **To prevent contamination by minimising**, as far as is technically and economically viable, **waste, sewage and emissions** produced from our activities, as well as other impacts that our business could have on the environment.
- To work together with our suppliers and subcontractors to implement improved environmental measures, resulting in the increased overall environmental efficacy of our activities.
- To invite **open and cordial dialogue** with the various administrative bodies, the local community and other groups interested in our business activities.
- To provide **suitable internal training and communication to employees**, ensuring the implementation of good environmental practices and empowering employees to play a key role in the company's environmental improvements.

For its part, management undertakes to oversee the implementation of this policy, to conduct an annual review of its content and to introduce changes based on individual business activities and their impact, and in accordance with CHEMO GROUP's general strategy.



