



HEALTH, SAFETY, ENVIRONMENT AND ENERGY POLICY

SGD Pharma is committed to providing a safe and healthy working environment for all employees and partners so we can achieve zero accidents and zero occupational diseases. SGD Pharma is also committed to reducing our impact on the environment as much as possible through controlling our production activities and by improving our energy performance.

COMMITMENTS

SGD Pharma is committed to ensuring the necessary resources are available for:

The compliance of all SGD Pharma sites with the applicable HSEE* Group regulations and standards

Preventing accidents and occupational diseases, and improving working conditions with a particular emphasis on

- Reducing major or significant health and safety risks
- Reducing dangerous behavior and developing shared vigilance by making everyone actively responsible

Preserving the environment and contributing to climate neutrality, most notably by

- Significantly reducing our greenhouse gas emissions, increasing our use of renewable and low-carbon energy, transparently reporting our carbon footprint, and considering the impacts of our operations on climate change
- Improving energy efficiency
- Reducing water use, ensuring wastewater quality
- Reducing atmospheric emissions
- Reducing waste and optimizing waste management to promote recycling
- Conserving natural resources throughout the life cycle of our products
- Preserving biodiversity
- Preventing accidental pollution and investigating potential past pollution

Managing emergency situations effectively, especially through

- Emergency HSEE plans at each site and exercises to ensure their effectiveness
- Robust risk management, and analysis, along with sharing our analyses of significant HSEE events

SGD Pharma also commits to requiring its subcontractors, service providers, and suppliers to comply with standards equivalent to those set out in this policy in the areas that concern them.

Each plant implements and maintains formalized HSEE management and continuous improvement systems, action plans, and performance monitoring in line with the group's objectives and the individual characteristics of each site.

ROLES, RESPONSIBILITIES AND SKILLS

Behavior and safety skills are part of all recruitment criteria. Sincere and active commitment to this policy is a component of the annual performance review.

Management as a whole is responsible for preventing HSEE risks across its operations and areas of competence. Managers are required to develop their safety leadership, set an example, and continuously seek solutions to reducing risks.

Employees and contractors contribute to their own safety and that of their colleagues through their actions, as well as to environmental protection through their daily activities. Each employee must report any unsafe working conditions and any environmental impact risks and immediately suspend the activity causing the risk while taking all necessary measures to control or correct it.

Employees are trained about significant health and safety risks, environmental and energy consumption risks, and about the impact of their operations, as well as what to do in the case of any deviation.

Workers or teams only proceed with their operations after understanding the HSEE risks and instructions or conducting an analysis of the risks associated with their operations and working environment.

*HSEE = Health, Safety, Environment and Energy

Olivier ROUSSEAU
Chief Executive Officer

Christophe Muguet
Chief Operating Officer

Laurent Thuret
Group EHS Director