

PREVENTIVE POLICY DECLARATION

As companies dedicated to the manufacture, development and marketing of active substances and finished products for pharmaceutical and veterinary use, CHEMO, EXELTIS and MABXIENCE have designed and implemented an occupational risk prevention management system to ensure continuous improvement. This system governs all corporate activities and adheres to the following principles:

- Employee occupational health and safety facilitates optimal performance of our business activities whilst preserving physical and human resources and limiting losses and legal liability that derive from occupational risks.
- Preventive action focuses on raising employee awareness of the importance of adhering to the occupational risk prevention plan, which prioritises optimal working conditions and the prevention or limitation of occupational risks. The plan also provides for analysis and contingency assessment as a diagnostic tool for future preventive measures.
- In order to tackle the source of a particular risk, preventive measures should be implemented to protect everyone (collective protection) rather than measures that only afford personal protection. Any additional risks that implementation of the preventive measures could involve must also be considered, only adopting measures for which the degree of risk is substantially less than the risk it is meant to control, and in the absence of safer alternatives.
- Equipment and working and production methods shall be chosen with a view to limiting risks to employee health and safety.
- The prevention strategy aims to coherently integrate the preventive policy, working organisation, working conditions, social relations and the impact of environmental factors at work.
- Employees shall be provided with the necessary theoretical and practical training to perform their duties and safety initiatives shall be promoted among the employees, raising their awareness and involvement.
- The necessary human and material resources to implement preventive action shall be provided.
- External personnel shall be required to adhere to the safety regulations established in accordance with the coordination of business activities and to respect the preventive culture in place.
- The applicable regulations shall be adhered to and the attainable safety standards shall be assessed in all cases against the effective preventive policy.
- Employees are entitled to actively participate in issues concerning the prevention of occupational risks through the available legally established channels.

These principles, which will be distributed throughout the organisation, together with continuous improvement criteria, shall help guide the annual drafting of the company's objectives in ensuring compliance with corporate policy, thanks to the effort and collaboration of all employees, managers and the company's senior management.

