

Chiesi Farmaceutici is a research-focused International Group, that discovers, develops, manufactures and commercializes innovative therapeutic solutions for the improvement of human health and the quality of life.

Chiesi Farmaceutici recognizes that Occupational Health & Safety and protection of the Environment, ensured also through efficient Energy management, is one of its highest corporate priorities, and a major driver for sustainable development.

Key Health, Safety, Environmental & Energy (HSE&E) objectives for Chiesi Farmaceutici are:

- To promote within the application of HSE&E activities Company's Mission and Values and approach to Sustainability.
- Act in support of the United Nations Sustainable Development Goals (SDGs) and implement the principles outlined in Chiesi We ACT - Sustainability Manifesto.
- To carry out continuous improvement of Occupational Health and Safety, Environmental protection and Energy use through constantly developing Health, Safety and Environmental Management System and Energy Management System.
- To demonstrate the Company's commitment to promotion and diffusion of the Health, Safety, Environmental and Energy culture by maintaining effective and efficient Management Systems.
- To operate in a responsible, sustainable and transparent way towards people, communities and the environment, promoting health, inclusion and justice and continuously improving the sustainability of its processes and practices, in order to minimize negative impacts and to amplify positive impacts on people, on the biosphere and on the territory, in pursuit of an economy with zero climate-altering gas emissions, in line with national and international objectives of climate neutrality and ecological transition.

To achieve these objectives and with the aim of being fully compliant with Safety, Health, Environmental and Energy legislation and taking into account the needs and expectations of relevant stakeholders, Chiesi intends to:

1. Minimize Greenhouse Gases (GHG) emissions toward Net Zero.
2. Minimize pollutants emissions and exposure to chemicals in line with Chiesi's Sustainable Chemistry Policy.
3. Adopt responsible consumption and production patterns to reduce damages and preserve the Planet resources.
4. Implement an Eco Friendly Products strategy, aimed at achieving the following macro-objectives:
 - Assess the environmental sustainability of Chiesi products in accordance with the Do Not Significant Harm (DNSH) principle, as well as circular economy principles;
 - Improve the sustainability profile of products according to the above mentioned principles, including a green design approach.
5. Promote responsible management of the value chain, fostering the adoption of best practices with regards to occupational health and safety and environmental protection.
6. Ensure the highest Health and Safety standards of working conditions for employees and partners and promote healthy behaviors.
7. Use a systematic approach based on risks and opportunities in order to preventively identify and assess both safety threats and environmental impacts related to all work activities, products, and services. The ultimate goal is to eliminate hazards, reduce risks, possible consequences such as accidents and occupational diseases and negative environmental impacts.

8. Provide an organizational infrastructure and necessary resources to adequately implement this Policy, by regularly monitoring progresses towards goals and adopting appropriate mitigation actions, while ensuring that all employees and partners contribute to, within the scope of their role and responsibilities, participate to the attainment of the objectives defined above.
9. Establish suitable procedures, operational instructions and management guidelines to employees and partners in order to reach Policy aims.
10. Promote continuous improvement by setting specific Health, Safety, Environmental and Energy goals and communicate them together with the relevant implementation programs.
11. Make all employees aware of the health, safety, environmental and energy impact of their work and promote continuous improvement in this area, assuring suitable information and training, with the involvement of all employees and employee representatives.
12. Ensure that stakeholders expectations and needs are taken into consideration in company decision-making process.
13. Introduce and implement Audit and Monitoring procedures to evaluate target achievement and to control management systems' compliance with Policy aims.
14. Establish emergency management systems, assuring immediate response to crisis and suitable human and material resources to mitigate potential consequences for people and the environment.
15. Review Policy objectives, Environmental Health and Safety and Energy performances and Management Systems' application scope on a regular basis, in order to monitor their suitability and effectiveness and to take adequate corrective actions.

Chiesi Farmaceutici top management is committed to communicating the content of the present document to its employees and partners.

All Chiesi employees and partners working on company sites are requested, according to their skills role and responsibilities, to act according to the objectives of the present document.

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CHIESI FARMACEUTICI S.p.A. CEO

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