

## HEALTH , SAFETY and ENVIRONMENT POLICY

Zentiva HSE policy establishes a framework for HSE management based on our engagement to continuous improvement, elimination of risks in HSE and protection of Zentiva employees, the business, external partners, surrounding communities and the environment.

We are dedicated to building HSE culture where everyone is aware of their responsibilities in preventing accidents, avoiding health risks and reducing environmental impacts.

Zentiva is committed to comply with all applicable laws and regulations in its activities in all countries where it operates.

Our communication with employees and other involved parties on HSE matters is transparent. HSE queries are assessed with the employees and/or their representatives and actively included in the system update.

Our HSE management systems are focused on the elimination or reduction of occupational health, safety and environmental risks.

We reflect our HSE responsibilities; continuous improvement is a foundation to eliminate and/or reduce possible HSE risks.

We place emphasis on the efficient usage of energy to conserve natural sources and its continuous improvement.

To preserve the environment, we are vigilant about lessening our residual impact via the reduction of emissions, effluents, and waste in all of its industrial, development, and commercial activities.

Development projects and product launches are evaluated for HSE risks with consideration of the best available technologies and product lifecycle.

We encourage our partners, suppliers, and contractors to adopt responsible health, safety, energy and environmental protection policies.

Zentiva promotes a constructive attitude of transparency and dialog with stakeholders on company health, safety, energy and environmental policy.

HSE aspects are evaluated during due diligence and taken into account during mergers and acquisitions.



**Steffen Saltofte**  
CEO Zentiva

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