

HEALTH AND SAFETY POLICY

SUMMARY

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1. SCOPE

The purpose of this document is to emphasize the intense and ongoing commitment of the top corporate management to ensure well-being through the careful and timely application of regulatory requirements adapted to the corporate environment for the protection of the Health and Safety of its personnel and any third parties involved.

2. SCOPE OF APPLICATION

Valpharma S.p.A.
Valpharma International S.p.A.
EuroHolding S.p.A.
Erbavita S.p.A.

3. DESCRIPTION

The top management of Valpharma Group considers the protection of Health and Safety at work a primary value, without which it would not be possible to deliver quality and efficient services and products to its clients. For this reason, Valpharma Group organizes its activities with measures aimed at safeguarding the safety of its personnel and any third parties involved.

The top management aims to set an example for its personnel by committing to various actions, including a risk assessment appropriate to the organization's scale and structure, adopting a safety management system to prevent possible accidents, occupational diseases, or workplace injuries. This commitment involves actively engaging all personnel through awareness-raising, training, skills development, and emergency prevention, along with reporting potential risk situations.

OBJECTIVES

To achieve its objectives and ensure compliance with this Policy, the top management is committed to:

- Ensuring compliance with applicable legal standards regarding safety and industrial hygiene relevant to activities and/or services, and any binding requirements.
- Providing safe and healthy working conditions to prevent work-related injuries and illnesses, striving to eliminate risks at the source, investing in new equipment/machinery, and modifying work environments to make them healthier and safer.
- Conducting and updating the analysis of the business context, as well as the needs and expectations of interested parties, as fundamental prerequisites for correctly setting up the management system.
- Taking timely actions to seize opportunities for improving Health and Safety performance.

- Preventing and addressing any hazardous situation by implementing root cause analysis and potential solutions.
- Ensuring the appropriateness of this policy in relation to the activities and corporate objectives carried out, the scale and context in which the organization operates, and the specific nature of Health and Safety risks and related opportunities.
- Developing safety awareness, knowledge, and culture at all levels through appropriate training, information sessions, and skills development aligned with organizational needs.
- Promoting a virtuous flow of information among various corporate roles (Managers, Safety Prevention and Protection Service Managers, Competent Doctors, Supervisors, and Worker Safety Representatives).
- Involving the Safety Prevention and Protection Service in all safety issues to identify appropriate prevention and protection measures.
- Fostering consultation and participation of personnel and their safety representatives.
- Promoting and pursuing the improvement of safety-related performance through appropriate monitoring and control methodologies for safety performance.
- Ensuring that Safety Management System requirements are established, applied, and maintained in accordance with applicable standards and laws.
- Periodically reviewing the policy to ensure its continuous relevance and adequacy in light of internal or external organizational changes, regulatory or legislative changes, or input from interested parties.

3.1. POLICY DISSEMINATION

This Policy is communicated to all internal stakeholders through publication on the company portal and made available to external stakeholders through publication on the official website of Valpharma Group.