

THE GRÜNENTHAL POLICY ON OCCUPATIONAL SAFETY, HEALTH AND ENVIRONMENTAL PROTECTION, AND ENERGY

The world's limited resources are dwindling and the environmental impact of humans is already greater than our planet can bear. That's why, at Grünenthal we are advocating for progress towards environmental responsibility and sustainable development. As a future-oriented, innovative pharmaceutical company, it has always been clear to Grünenthal that it must minimize risks to safety, health, and the environment by complying with existing standards, as well as plan, monitor, and reduce its use of energy and raw materials.

- Through our Environment, Health & Safety (EHS) policy, we are committing to providing safe, healthy work conditions and preventing work-related injuries and occupational illnesses. We are eliminating hazards and risks to the safety and health of our employees.
- We assess the risks and possibilities associated with our activities, products and services and their environmental impacts regularly and take suitable actions to address them properly.
- We treat the topics of occupational safety, environmental protection, energy efficiency and the reduction of greenhouse gas emissions and non-greenhouse gas emissions with the same sense of responsibility and as methodically as our focus on quality, productivity and effectiveness.
- We commit to complying with all relevant laws, regulations and other requirements related to occupational safety, and health and environmental protection and report on environmental issues.
- To protect the environment, and to prevent adverse environmental impacts we are investing in safe, energy-efficient and environmentally-friendly technologies, to use resources efficiently and sustainably, and avoid unnecessary waste and take steps to reduce hazardous waste. We are ensuring that energy efficiency, sustainability and safe use are taken into account when it comes to the procurement of goods and services at the start of new projects.
- We review our EHS processes and workflows regularly to detect potential areas for optimisation and to continuously improve our EHS management system.
- We promote and engage with our employees' and relevant stakeholders on the awareness of occupational safety, health protection, environmental protection, energy efficiency and sustainability. We involve our employees and employee representatives in consultations and decisions on these matters.
- We expect our suppliers and contractors to actively promote occupational safety, health protection and environmental protection and to handle resources conscientiously, economically, and efficiently.
- The obligations described in this EHS policy form the basis for our EHS goals. We have determined key figures to track our progress and to ensure the effectiveness and sustainability of the policy. This policy is systematically implemented through a combination of technical, organisational and personnel measures and initiatives.
- The implementation of this policy is the responsibility of respective executives and managers. Employees are inspired to be active in and accept individual responsibility for environment, health and safety issues in partnership with local management to ensure compliance and drive continuous improvement.

Aachen, December 2021



Gabriel Baertschi



Jan Adams



Mark Fladrich



Fabian Raschke