

Environmental policy of Farmaceutica REMEDIA S.A.

The environmental policy of **Farmaceutica REMEDIA S.A. (REMEDIA)** is documented and is part of the Environmental Management System (EMS) of the company, it is subject to the processes of analysis, periodically updating and improvement. The policy in the field of environment is established at a consolidated level, including Farmaceutica REMEDIA Distribution & Logistics - 100% owned by Farmaceutica REMEDIA S.A. - and it is in accordance with the reference standard SR EN ISO 14001: 2015, of the national and European legislation in the field of environment.

Through the **Environmental Policy, REMEDIA** aims, in addition to complying with specific regulations in the field of environmental protection, to fulfill a series of commitments such as:

- a) to reduce emissions, discharges and waste;
- b) to implement an environmental management system;
- c) to raise awareness of environmental issues among members of the organization and beyond;
- d) to monitor and improve the company's environmental performance indicators;
- e) to consult with stakeholders on environmental issues;
- f) to comply with legislation and report regularly on environmental issues;
- g) to use natural resources and energy more efficiently.
- h) to adhere to an accredited program (forum, conference) to reduce greenhouse gas emissions from our Company's activities

The environmental policy of Farmaceutica REMEDIA SA is approved by the relevant managers and the board of administration.

a-Commitment to reduce emissions, discharges and waste:

Farmaceutica REMEDIA SA takes responsibility for the harmful effects of its operations on the local and global environment and is committed to reducing them.

The "environmental policy" statement is the document by which the organization, through its representatives at the highest-level, aims, in addition to compliance with specific environmental protection regulations, to fulfill a number of other commitments. The commitment to reduce emissions, discharges and waste is one of the basic concerns of our organization and, as can be seen, occupies the first position in the Company's environmental policy.

The environmental policy sets out for the organization the general sense of direction it should follow and, at the same time, establishes its principles of action. It sets the purpose, as well as the level of environmental responsibility and desired performance against which all subsequent actions of the organization will be measured.

b-Commitment to implement and maintain an environmental management system:

The need to implement and maintain an environmental management system has arisen in organizations of economic agents, whose activity represents a potential source of pollution.

The main purpose of an environmental management system (EMS) is to ensure the protection of the environment by preventing pollution and ensuring a balance between

these elements and the social and economic needs of the organization to ensure sustainable business.

c-Commitment to raise environmental awareness of members of the organization and all those working under the organization's control:

The organization ensures that people working under the control of the organization are made aware of:

- environmental policy;
- relevant environmental objectives;
- their contribution to the effectiveness of the environmental management system, including the benefits of improved performance;
- the implications of non-compliance with the requirements of the environmental management system;

d-Commitment to monitor the company's environmental performance:

By determining, measuring and monitoring the operating criteria for all activities/products/services including those with environmental impact within the organization "Operational control of environmental aspects" is achieved. This is the way in which environmental aspects associated with the organization's activities / services / products / processes are kept under control and the environmental performance of the company is monitored.

The organization determines and provides the resources necessary to ensure valid and reliable results when monitoring performance indicators at the level of the departments involved, including to monitor the company's environmental performance, is used to verify compliance of products and services with requirements.

The organization maintains appropriate documented information as evidence of the suitability of monitoring and measurement resources for their purpose.

Monitoring of Significant Environmental Aspects (MESA).

After the Management Representative for the Environmental System (RMM) identifies the measurement and monitoring points of the environmental quality indicators, which are located in the associated AMS points, their monitoring is done with appropriate equipment by authorized personnel.

The monitoring and measurement of quality and environmental indicators are provided through contracts with appropriately authorized third parties using calibrated and metrologically verified monitoring equipment.

Monitoring and measurement of workplace harmful emissions.

Farmacéutica REMEDIA SA establishes measurable indicators, according to legal and other applicable occupational health and safety requirements, identifies (control) measurement and monitoring points.

RMM analyses Maximum Allowable Concentration (MAC) exceeding that may generate emergency situations and reconsiders emergency response capability, if necessary. Workplace monitoring and measurement of harmful substances is provided through contracts with appropriately authorized third parties using calibrated and metrologically verified monitoring equipment.

Monitoring of the EMP - Environmental Management Plan.

In order to keep track of the activities and measures contained in the EMP and to be able to provide relevant data to the management review of the EMP, the MMR will record the status of achievement of the objectives contained in the EMP in the "Environmental Management Plan Monitoring" report on a half-yearly basis, which will then be submitted to the managers for review and approval.

e-Commitment to consult with other stakeholders on environmental issues;

The objective of these external communications with stakeholders is to ensure continuous engagement with target groups to inform their activities, performance, development and investment plans and implementation.

Stakeholder involvement and establishing good and effective communication in the field of environmental protection can lead to understanding the needs and expectations of stakeholders.

The company monitors and analyses information about these stakeholders and their relevant requirements.

f-Commitment to comply with legislation and to report regularly on environmental issues;

The company undertakes to comply with all environmental legislation relevant to its field of activity.

The organization periodically determines relevant internal and external communications/reporting including the environmental management system, and establishes:

- what is communicated/reported on;
- when to communicate/report;
- with whom it communicates/reports;
- how to communicate/report;
- who communicates/reports;

Due to the specific field of activity in pharmaceutical distribution and retailing, reporting is mainly done to the Romanian National Agency for Medicines and Medical Devices (ANMDDMR) and the Romanian Ministry of Health.

Reporting is transparent, it must contain the identification of all quality, safety, environmental and energy related incidents in order to consistently apply appropriate corrective and preventive measures to prevent their recurrence.

g-Commitment to use natural resources and energy more efficiently:

Farmaceutica REMEDIA SA is committed to conducting and improving the organization's processes with minimizing the impact of its activities on the environment.

Supporting the procurement of environmentally friendly and eco-efficient products and services; gearing activities towards sustainable development:

- Minimizing waste by evaluating operations and ensuring they are as efficient as possible.
- Minimizing toxic emissions will be achieved by selecting the vehicles in its fleet based on the lowest pollution criteria and using where possible a renewable source to provide the energy requirements.
- Actively promote recycling both internally and among its customers and suppliers.
- Sourcing and promoting a range of environmentally friendly products and technologies to minimize the environmental impact of both storage and distribution.
- Providing low environmental impact, energy efficient and energy compliant services, thereby ensuring improved energy performance.

h-Commitment to adhere to an accredited program (forum, conference) to reduce greenhouse gas emissions generated by the activities of Farmaceutica REMEDIA SA:

Participation in conferences/forums on sustainability is on the agenda, with a focus on those events where specific issues related to current trends in the pharmaceutical industry regarding environmental sustainability, ways to move towards zero carbon emissions, improved access to patient care are discussed.

The management of the company commitment is firm for fulfilling the legal requirements and the reference standard, for maintaining the certification SR EN ISO 14001: 2015 and oriented towards:

- ensuring adequate resources for the implementation of the policy and strategy in the field of environmental protection;

- ensuring the conditions for knowledge, implementation, maintenance and continuous improvement of the system at all levels of the organization, so that all employees become aware of the importance and efficiency of the environmental management system;
- implementation and determining the involvement of employees in the implementation of the policy and in achieving the adopted EMS objectives; Promoting the active participation of staff and stakeholders by presenting proposals for the continuous improvement of REMEDIA performance in aspects related to quality, environment, health and safety at work;

Thus, the members of the company and all those working under the organization's control, whose activities may have an impact on the environment, are trained, have knowledge, apply and are responsible for complying with the **REMEDIA Environmental Policy**, the provisions of the environmental management system documents and environmental legislation applicable to the activities and services performed by our company.

President of

The Board of Administration

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