

SUSTAINABILITY REPORT

Annual Report 2022

Entities included in the report:



A message from our General Manager

(Ref. GRI 2-6-biii)

With a 27 year presence in the Bucharest Stock Exchange and over 30 years of activity, REMEDIA is preparing the framework for the future. Through analyst studies, REMEDIA has been ranked in the Top 10 highest returns paid by listed companies in the last 15 years, which gives us confidence that we have worked well and built a business that is both profitable and sustainable.

We know that our activity has a direct impact on the environment and society in general, and we have taken responsibility to ensure that these impacts are positive. Therefore, this year we set out to and succeeded in substantially reducing the company’s carbon footprint by optimising transport routes and reorganising the flow of goods for the distribution of pharmaceutical products in the Bucharest and Deva centres. At the same time, we have continued our tradition of supporting the local

community by sponsoring projects of artistic and cultural expression, sports, educational and scientific activities. We are constantly pursuing a positive impact from our actions on those around us, from employees to partners and communities. At the same time, the company bought back a number of 2,864,425 shares, representing 3% of the share capital, and we will be able to grant, free of charge, a package of shares to each employee, within the Stock Option Plan program. This attribution is a recognition of the efficient and dedicated work of each employee, who has an important role in the involvement in building a sustainable business within REMEDIA.

Through our partnership with BD Rowa we have continued to offer digitised solutions for the optimal functioning of pharmacies, thus paving the way to the pharmacy and medication of the future. We have installed 8 robots in

pharmacies in Romania and 5 more in Slovakia, and we intend to continue the digitization process of pharmacies, warehouses and hospitals in Romania, Bulgaria and Moldova, and in 2023 we are going to equip a new storage space in the capital.

Ultimately, we want to ensure ethical and transparent governance, where we take responsibility for our actions and promote values such as integrity, diversity and inclusion. We will continue to adhere to standards of compliance with relevant laws and regulations, as well as sustainability best practices.

We want our commitment to sustainability to be reflected in all our activities, and we believe this will help create a better future for all.



Valentin-Norbert TARUS
General Manager REMEDIA Group



Introduction

(Ref. GRI 2-1/2/3/4/5)

Farmaceutica REMEDIA S.A. is a private capital company, listed at the Bucharest Stock Exchange that has been active in the Romanian market since the end of the last century, with a perpetual mission to **promote and launch innovative pharmaceutical business concepts**. We strongly believe that health services must constantly be pushed to new frontiers, given the ever-changing environment, which can come with challenges for each of us. Together with these challenges, our daily needs change, and therefore **agility and innovation** are not only the values we place the greatest emphasis on, but also our main goals, without which we don't think we can even talk about sustainability.

Within the REMEDIA group, we are committed to developing and implementing **sustainable and quality business practices** that contribute to improving the lives of local communities and protecting the environment. Since 2019, we have been publishing reports containing non-financial data and information, related to the ESG factors we track, and this year we have aimed for an even

higher level of transparency, so we have produced **the current sustainability report with reference to the GRI standards**. We also publish financial reports on the company's website, semi-annually and quarterly, as well as internally and externally audited annual financial reports. We believe that quality standards are an important indicator for a company's performance, so we have implemented and certified the ISO 9001 Quality Management System as well as the ISO 14001 Environmental Management System at group level. We maintain these standards with the help of our internal team of quality auditors and receive annual assessments of these systems by an external certification body.

In this report you will discover our long-term sustainability goals, as well as the effort we put in over the past year to meet them. In addition, we have highlighted both the achievements of 2022 as well as the challenges we have faced and how we have addressed them. We are dedicated to continuing our commitment to sustainability and hope that this report will give you a complete insight into our activities in this direction.



Our Organisation

1.1. REMEDIA’s activity

We are proud to be a healthcare company whose products and services make a difference in people’s lives. Over the years, we have gained the trust of a large number of clients and business partners due to our professional approach and outstanding results achieved in our projects. We are committed to delivering the highest quality services and products, and our mission is to exceed customer expectations through creativity, innovation and passion.

1.1.1. Activity and business relationships

(Ref. GRI 2-6-a/b-i/b-ii/c/d)

Farmaceutica REMEDIA has built its reputation on the quality and efficiency of the services we offer, and our team of experts in the pharmaceutical market is always ready to present the best products and solutions for the group’s clients. Following the transfer of 63 Remedia pharmacies, during 2019-2020, to Help Net, owned by the German Phoenix group, the company’s main activity is the distribution of medicines at a national level. Over the years, we have specialised in pharmaceutical

drug sales and distribution, health promotion and marketing activities, ranking among the **top 10 distributors in the pharmaceutical market** and are proud to offer a wide range of pharmaceutical, parapharmaceutical, medical devices, dermocosmetics, food supplements and high quality services.

Always looking for new products and technologies that allow us to improve our services and offer the best digitization-oriented solutions for our customers, Farmaceutica REMEDIA concluded a **partnership with BD Rowa** in 2021, the leader in the **pharmaceutical process automation market**. In the same year, the Remedia Metalurgiei 78 pharmacy, within the premises of the operational headquarters in Bucharest, has become **the first robotic unit in Romania**, following that in 2022 Farmaceutica REMEDIA has reached a total number of 8 such robots installed in pharmacies in the country, as well as another 5 robots installed in pharmaceutical centres in Slovakia. The collaboration with BD Rowa is a comprehensive one, starting with promoting and marketing the robots, providing installation services, commissioning and training for their use, as well as ensuring service and maintenance. The distribution of BD Rowa robots through our organisation is carried out both in Romania, as well as in Bulgaria and the Republic of Moldova.

The supply of pharmaceutical products is mostly done through *Farmaceutica REMEDIA Distribution & Logistics*, the company whose main activity is

the wholesale distribution of pharmaceuticals, parapharmaceuticals, medical devices and dermocosmetics, but which also offers logistics, marketing and promotion services in the health department.

The supply is also carried out through the rest of the companies accredited for the distribution of pharmaceutical products at the national level, and Farmaceutica REMEDIA Distribution & Logistics is supplied both directly from indigenous manufacturers of pharmaceutical products as well as from international manufacturers.

In April 2022, Farmaceutica REMEDIA took over a 50% stake in the share capital of *Pharma Expertspedition* in order to develop and consolidate the distribution and logistics activity for pharmaceutical products. The company provides specialised transport for pharmaceutical products, logistics hubs and deliveries for online pharmacies.

1.1.2. Our clients

(Ref. GRI 2-6-biii)

The distribution of medicine and other pharmaceutical products is a complex process, involving a chain of activities and various entities, responsible for managing each step in the process as efficiently and safely as possible. We work closely with many leading drug manufacturers around the world to be able to offer high quality pharmaceutical

products at competitive prices. We are also aware of the importance of ethics and integrity in the pharmaceutical field, so we only work with manufacturers who adhere to the highest standards of quality and safety.

In the case of entities downstream from the distribution of medicines and pharmaceutical products, they are, first of all, the customers of the pharmacies. At the same time, we carry out services to a large number of legal entities such as pharmacies and other drug distributors, as well as hospitals and clinics.

At the same time, our company, in collaboration with BD Rowa, markets robots for the process automation in pharmacies, warehouses and hospitals in Romania, Bulgaria and the Republic of Moldova.



1.2. REMEDIA’s team
(Ref. GRI 2-7/8)

One of the most important aspects of our business is the safety and efficiency of the distribution processes, and our employees are the key element in achieving these goals. A well-trained and motivated team is essential to ensure the operation of an organisation, and for a pharmaceutical distribution company with headquarters in several cities in Romania,

the importance given to them is vital for long-term success.

More information about how we respect and motivate our employees can be found in the following chapters, but below you can discover the universe of REMEDIA through its employees, with information related to diversity, gender and regions. We note that all workers are employed under individual employment contracts with a fixed number of hours.

DEVA
81 people

Employees on a consolidated level



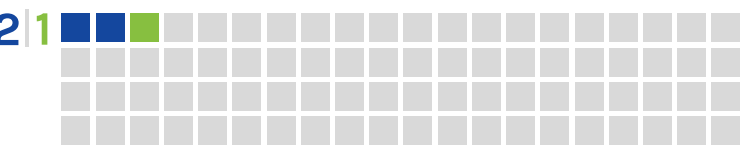
No. of permanent employees



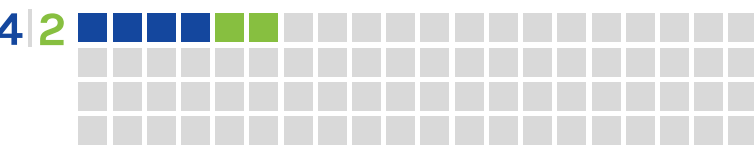
No. of full time employees



No. of temporary employees

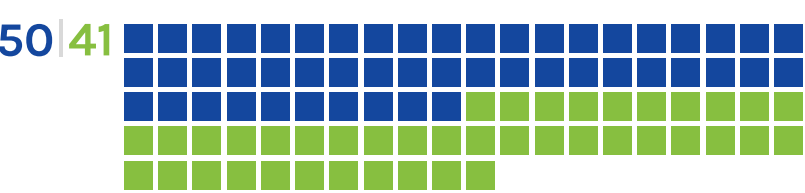


No. of part-time employees



BUCUREȘTI
91 people

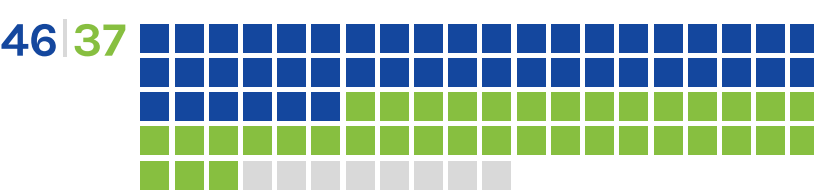
Employees on a consolidated level



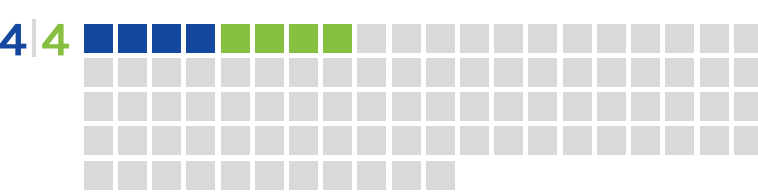
No. of permanent employees



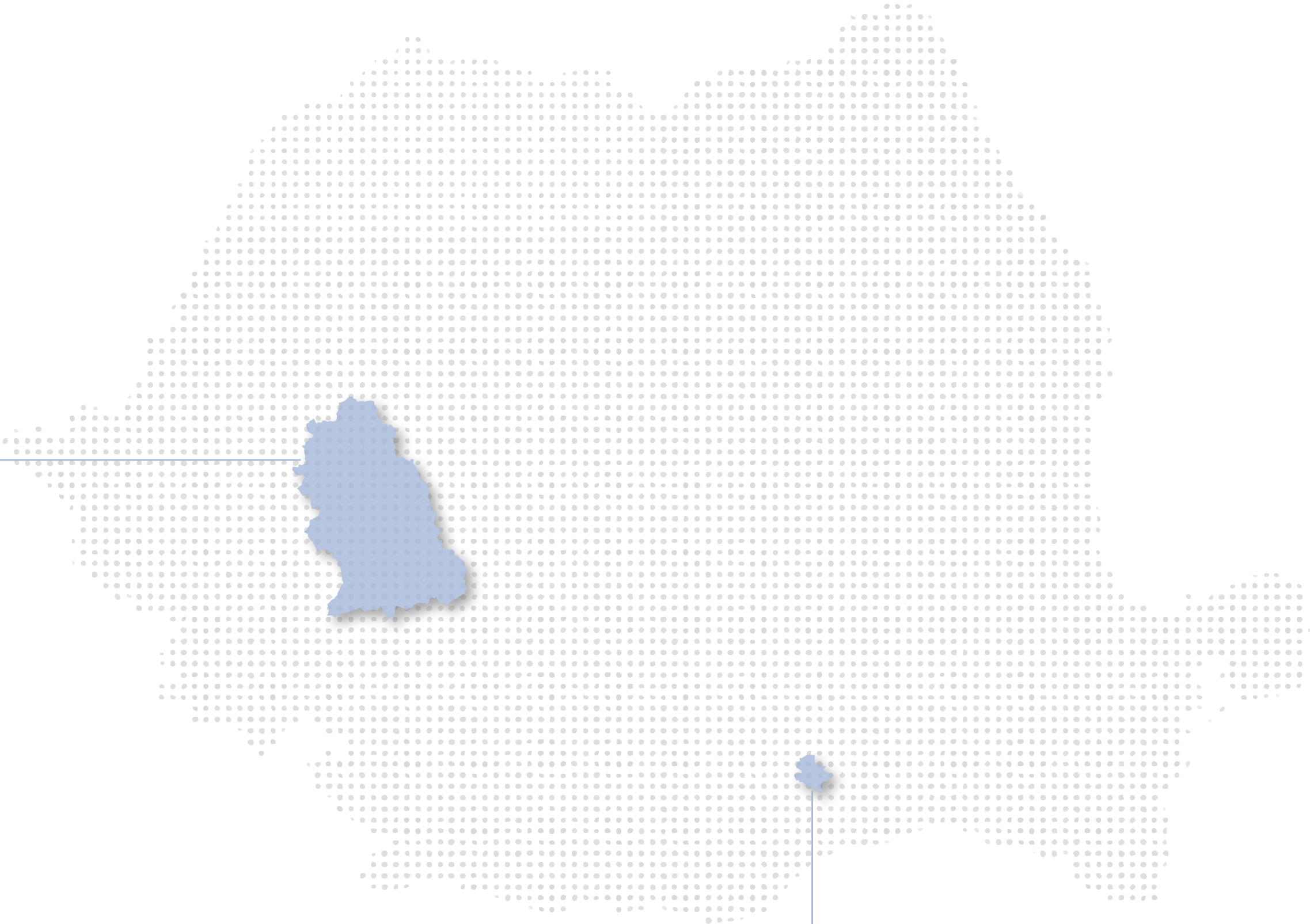
No. of full time employees



No. of part-time employees



Women Men



IAȘI
12 people



TÂRGU MUREȘ
7 people



TIMIȘOARA
9 people



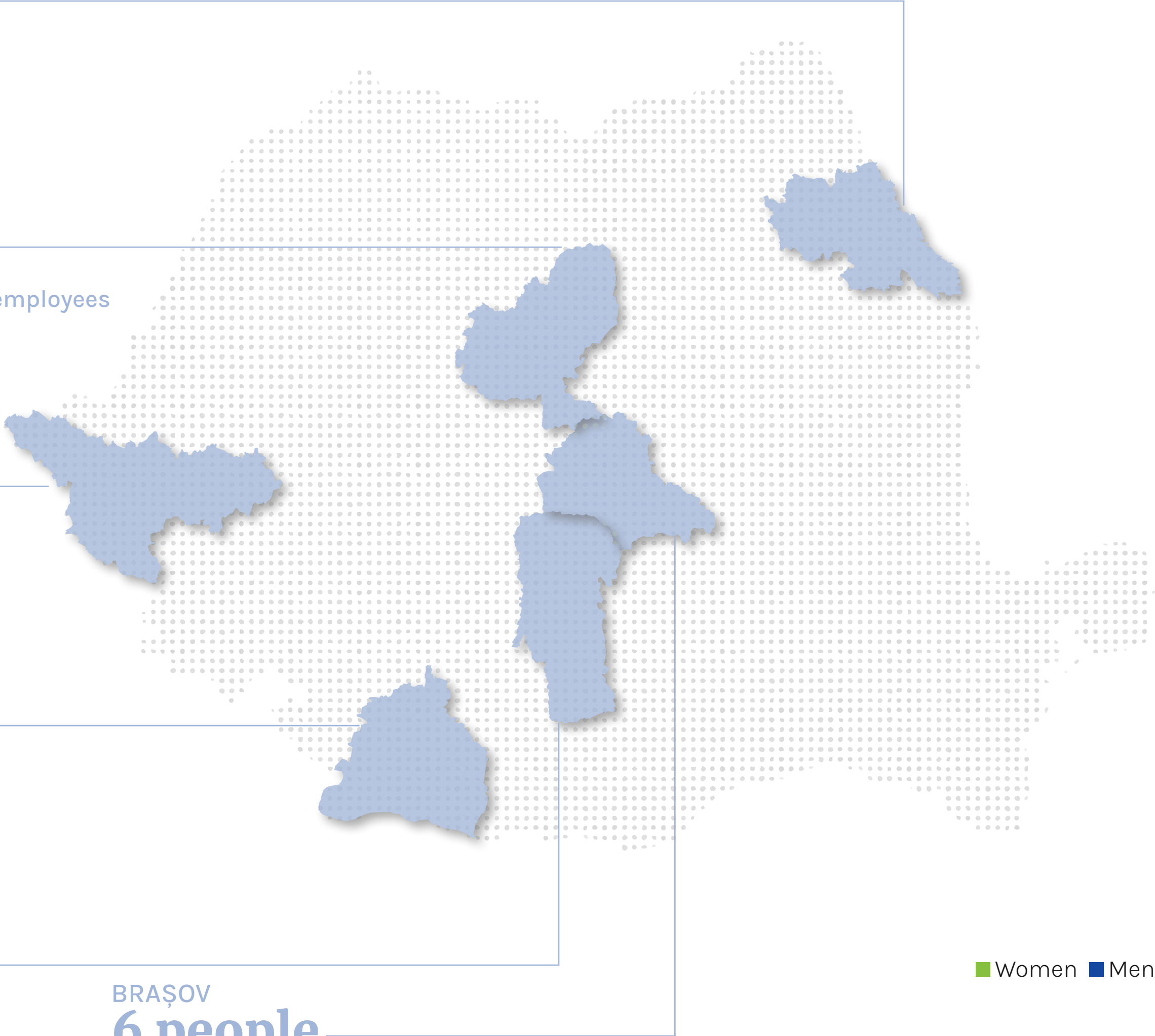
CRAIOVA
10 people



PITEȘTI
10 people



BRAȘOV
6 people



1.3. Governance

Corporate governance is a concept that has received more and more attention in recent years due to its power to improve the economic life of organisations and contribute to their sustainable development. We believe that it is essential for a smooth functioning of any company and we give it increased importance as, in our field, there is an uprising level of responsibility towards the health and safety of customers.



1.3.1. Governance structure

(Ref. GRI 2-9/10/11)

To ensure both efficient and responsible management of the organisation as well as an adequate risk approach, Farmaceutica REMEDIA has created and implemented a thorough governance structure, as

well as firm policies and procedures. We also attribute great importance to compliance with the current legislation, an aspect supported by the continuous monitoring of the company’s activity and by ensuring transparency with the regulatory authorities.

The governance structure of our company is comprised of: the General Meeting of Shareholders, the Board of Administrators and the executive management (composed of the General Manager and the executive directors). The Board of Administrators includes: the Audit Committee, the Remuneration Committee and the Nomination Committee. We invite you to discover more information about the structure of these committees, as well as regarding the operating regulations on our company’s website, in the Corporate Governance section ([Corporate governance - Farmaceutica Remedia S.A.](#)).

The Board of Administrators coordinates the management activity of the company’s impact on the economy, environment and people, nominating persons responsible for each specific objective. Its primary components are the following entities:

„TARUS” - Valentin-Norbert Tarus e.U.

represented by Valentin - Norbert TARUS

Chairman of the Board of Administrators, executive administrator, non-independent

NIPA CONSULTANCY SRL

represented by Adrian Marcel PÂRVU

Member of the Board of Administrators, non-executive administrator, independent

Elena CODREAN

Member of the Board of Administrators, executive administrator, non-independent

The members of the Board of Administrators and the committees are selected and nominated according to the criteria of the Nomination Committee Regulation and elected by the General Meeting of Shareholders.

You can find more information about the company’s management on the company’s website, in the “Council and Management” section ([Management team - Farmaceutica Remedia S.A.](#))

Valentin-Norbert TARUS is both the representative of the legal entity “TARUS” - Valentin-Norbert Tarus e.U., respectively the president of the Board of Administrators, as well as the General Director (executive). His duties and those of the Board of

Administrators are detailed in the company’s Articles of Association, in the Regulations of Corporate Governance of the company, which we invite you to access through our website.

The Board of Administrators is the governing body with attributions for both management and governance of the company’s activities. Part of them, especially the operational ones, are delegated, within the limits provided by the law on commercial companies (Law no. 31/1990), to the General Director and other executive directors, with mandate contracts. The prevention and resolution of conflicts of interest are regulated within the Code of Business Conduct and Ethics. Also, the transaction policy with companies with which Farmaceutica REMEDIA has close relations and whose value is equal to or greater than 5% of net assets is published on our website, in the Corporate Governance section.



1.3.2. The role of the Board of Administrators
(Ref. GRI 2-12/13/14/17)

The highest governance body of a company and the executive directors play a crucial role in developing, approving and updating the mission, value, strategy, policies and objectives related to the sustainable development of the company. Within Farmaceutica REMEDIA, the role belongs to the Board of Administrators and they have the obligation of defining the company's long-term direction and ensuring that the company's activities and operations are in harmony with the objectives of sustainable development.

The Board of Administrators of Farmaceutica REMEDIA has developed and/or approved both the Corporate Governance Regulation and the Code of Business Conduct and Ethics, as well as the environmental policies, fraud and corruption prevention, related party transactions, and the Support Policy of different forms of artistic and cultural expression, sports, educational or scientific activities. Their content provides for **specific objectives related to sustainable development**, and the documents are continuously updated, to the same extent as the requirements and evolution of the economic, social, political and natural environment.

Impact management is essential to the company, because we wish to operate in a socially and environmentally responsible way. The Board of

Administrators plays a crucial role in this process, having the responsibility to monitor and manage the company's impacts on the environment, the community and its employees. Nominees to identify company impacts are delegated with an emphasis on their relevant professional experience and capacity for holistic analysis. Starting from the identified impacts and their management strategy applied throughout the year, the company creates the sustainability report, which the Board of Administrators has the task of reviewing and approving. Based on this report, the Council decides on the measures to be taken for future impact management.

The company's efforts related to the sustainable development of the company are shared with the entire organisation and stakeholders. All information related to governance in the field of sustainability is brought to collective knowledge through internal communications, sent to company email addresses and posts on the company's web page.

1.3.3. Remuneration policy and process
(Ref. GRI 2-19/20/21; 405-2)

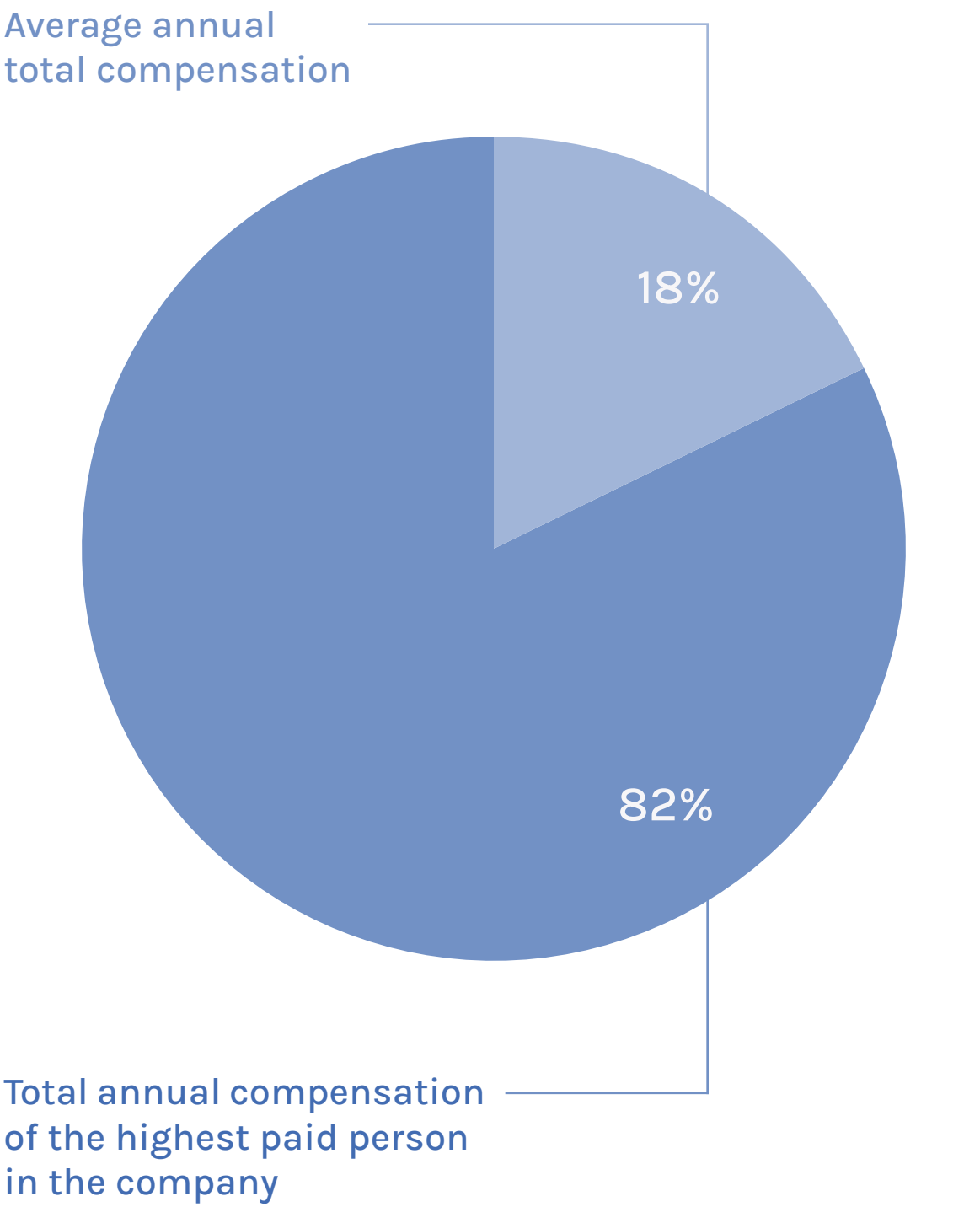
We believe that a fair remuneration policy is crucial for any company that wants to attract and retain talented and motivated employees. In addition, a fair remuneration policy, which is based on principles of non-discrimination between genders, is not only fair, but also essential for developing a healthy organisational culture and increasing company

performance, and this is a principle from which there have never been any deviations in the REMEDIA group.

In accordance with the company's *Remuneration Policy*, the General Meeting of Shareholders sets the general limits of the remuneration of the Board of Administrators and directors, as well as any additional remuneration or other benefits. The structure of the remuneration of the Board of Administrators and the management members is a combination of a financial and a non-financial component, correlated with the achievement of objectives measured by performance indicators. The financial component includes, in turn, both a fixed and a variable part.

Although the link between remuneration and the objectives and performance of the organisation's impact management is not explicitly provided, it is nevertheless closely related to the company's objectives and strategy.

The remuneration policy within the REMEDIA group was developed by the Board of Administrators and approved by the General Meeting of Shareholders on 15.04.2021. Remuneration determination is made by the Remuneration Committee and is based on the objective assessment of everyone's contribution and on rewarding performance, ensuring consistency between remuneration and business strategy. A remuneration report is drawn up annually, for the previous year, and then presented to shareholders, according to capital market legislation. The shareholders' vote is advisory, and no independent



remuneration consultants have been involved to date. The calculation of the compensation ratio was carried out by extracting the data from *Revisal* regarding the gross salaries submitted in the reporting year. The highest paid person in the company is the General Manager.

1.3.4. Conflicts of interest

(Ref. GRI 2-15/16/25-b)

Conflicts of interest can arise in any organisation when the personal interests of a member or group of members intersect with the interests of the organisation. These conflicts can affect the decisions made and can lead to decisions that are not in the best interest of the organisation or in accordance with its values. We have always considered **transparency to be essential** regarding decisions and actions within the organisation and have taken all necessary steps to create an **ethical and responsible environment**.

Conflicts of interest, their prevention and resolution are regulated by the provisions of the *Code of Business Ethics* and those of the *Fraud and Corruption Prevention Policy*, the *Policy of Transactions with Companies* with which the REMEDIA group has close relations and whose value is equal or greater of 5% of net assets. They contain detailed situations that might generate conflicts of interest and are published on the company's website. Also, situations that may create conflicts of interest are communicated at the time of employment or when concluding a contract. Conflicts of interest are resolved by the Board of Administrators. The company's internal auditor and the Human Resources department provide the interface between employees/customers/suppliers and the Audit Committee/Board of Administrators. The internal auditor investigates each alert or referral and submits

a report to the Audit Committee, which evaluates it and decides on further actions.

We have always tried to instil an **ethical spirit** within our organisation and have encouraged transparency at all levels, both to prevent cases of corruption and other situations of critical concern. Therefore, within the code of ethical conduct, we have included a chapter dedicated to the *Alert Policy* (whistleblower). Its purpose is to strengthen transparency and identify potentially serious violations of any company procedures and policies, as well as incidents of fraud, corruption and other irregularities.

The following communication channels for alerts are provided: by phone, at no. +40 744 622 391, or in writing, by email, to the attention of the Human Resources Department. Anonymity and confidentiality of personal data is ensured.

There were no communications on these channels to signal concerns about unethical workplace conduct during the reporting period.

1.4. Commitments and policies

The commitments made within a company's policies can have a significant impact on it and in the society in which it operates from an economic, social and environmental standpoint. Therefore, we believe it is important that these policies are implemented and supported by concrete actions to benefit both the company and society.

The commitments of the REMEDIA group regarding company policies are presented both in the Corporate Governance Regulation, as well as in the Environmental Policy and the Code of Business Conduct and Ethics. In business relations, the code of conduct serves as a guide through the principles that reflect the values of Farmaceutica REMEDIA:

- Professionalism, Integrity, Innovation
- Agility, Quality, Transparency

1.4.1. Policy and regulation

(Ref. GRI 2-23/24/25/26/2728)

Both management and employees must place great importance to compliance with legal obligations and internal policies and respect the fundamental values promoted by the company. **Compliance with**

commitments and responsibilities are incorporated and evaluated in the analysis carried out by the executive management with department managers. Monthly reports and analyses, weekly management meetings, as well as a monthly evaluation of activities are carried out. Department managers, both upon employment and afterwards, depending on the indicators, ensure that all company employees know and implement the commitments. The Board of Administrators trains the department managers, who in turn train their subordinates. We are constantly updating the information, and it is immediately presented to employees for implementation.

All commitments are set out in the company's Policies and Regulations, and these can be consulted on the company's website, in the Corporate Governance section, by both workers, business partners or the public. REMEDIA employees also have a dedicated server (intranet) where they are available alongside the internal procedures of the various departments, as well as the Quality Manual.

The policy commitments have been accounted for and approved by the Board of Administrators and/or the General Meeting of Shareholders, in accordance with the legal duties and obligations of each governing body. They are permanently applied and respected by all responsible persons.

1.4.2. Human rights

(Ref. GRI 2-23-b)

Respecting human rights is an important responsibility for any organisation, regardless of its field of activity, and the REMEDIA group is no exception in this regard. We place great emphasis on **recognizing, promoting and protecting human rights**, as well as handling any breach of them seriously and appropriately.

The Universal Declaration of Human Rights developed by the United Nations created a common framework regarding the inalienable and equal rights of all people, regardless of race, sex, nationality, religion or any other personal characteristic. Even though this is not legally binding in itself, we have taken them as an absolute and have included strong human rights policies in both the Company’s Internal Regulations and Code of Conduct. We believe that this action had a significant impact on raising awareness of human rights, as well as on creating a common framework for protecting these rights.

The principles of our personnel policy prohibit forced labour and child labour, promote competence, respect and honesty, ensure equal employment opportunities, freedom of association and collective bargaining.

1.4.3. Remediation of negative impacts

(Ref. GRI 2-25/26/27)

When a company identifies that it has caused or contributed to negative impacts, it has a responsibility to take steps to remedy those effects. REMEDIA has undertaken, through its policies and regulations, the development and implementation of measures to reduce these impacts.

This responsibility involves the **permanent monitoring of identified risks** that may generate negative impacts. At group level, we assess impacts and update policies, regulations and procedures to eliminate the causes of negative impacts. By publishing policies, regulations and procedures, we ensure that they are brought to the attention of interested parties, and to the extent that observations or complaints are received, based on this feedback, revisions are made to the mechanisms put into practice. All complaints are recorded and analysed. The company management decides on the measures to be taken for remediation and, through the department managers, ensures awareness among employees and the implementation of these measures in daily work.

We are proud of the fact that we are an open company and engaged in constant communication with stakeholders and, depending on the topics of interest, we have implemented mechanisms for communication, consultation and reporting of potential problems, through channels such as: e-mail,

web page, brochures, telephone, conferences.



Both through these means and during the weekly management meetings, interested parties (employees, business partners, shareholders or investors) can pose questions and get information related to topics of interest or concerns related to the company. At the same time, we annually organise, on the occasion of the General Meeting of Shareholders for the approval of the financial results, the “Business at home” event, a pioneering initiative in the capital market, initiated by REMEDIA in collaboration with IFB Inwest.

Regarding the compliance with the laws and regulations in force, as well as with the company’s internal policies and commitments, we are happy to announce that during the reporting period there were no cases of non-compliance with them.

1.5. Consolidating alliances: REMEDIA’s participation in member associations

(Ref. GRI 2-28)

Membership of business associations can be particularly important for companies as they provide unique opportunities to make their voices heard in relation to government regulation and policy, share experiences and develop beneficial business partnerships and relationships.

Currently, Mr. Valentin-Norbert TARUS holds the position of Vice President within the **Association of Pharmaceutical Distributors and Retailers** (A.D.R.F.R.) from Romania through Farmaceutica REMEDIA Distribution & Logistics, and Farmaceutica REMEDIA S.A. is a member of the **Romanian Investor Relations Association** (A.R.I.R.).

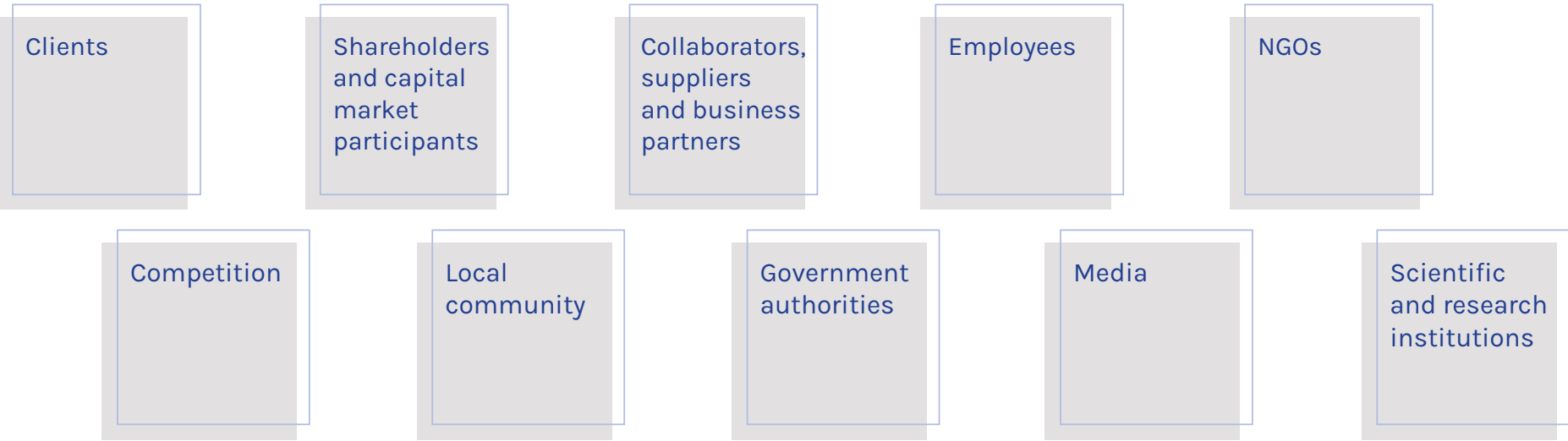
Listed in the **Bucharest Stock Exchange** since 2009, Farmaceutica REMEDIA became a member of A.R.I.R. in May, 2021. Members of this association have access both to training for the implementation of the best practices in communication with investors and for corporate governance, as well as to capital market development projects, contributing to aligning the behaviour of the Romanian market to European and international standards.

Farmaceutica REMEDIA Distribution & Logistics joined A.D.R.F.R. on April 22, 2021, supporting the achievement of the objectives and projects of the association to protect the health of the population

and to provide support to public authorities in carrying out actions such as combating the COVID-19 pandemic by ensuring the technical conditions necessary for patients to access testing, and we are supporting flu vaccinations with the help specialised pharmacy staff.

1.6. REMEDIA and the stakeholders
(Ref. GRI 2-29)

In the business world, a company is a complex entity that interacts with a multitude of stakeholders. These are the groups or individuals who are directly or indirectly affected by the company’s activities and decisions.



We believe it is necessary to engage with all important stakeholders and consider their interests and needs in our business decisions.

In terms of involvement and talks with external stakeholders, Farmaceutica REMEDIA conducts active consultation with shareholders and investors through semi-annual events, email newsletters and publication of periodic reports. We also hold face-to-face meetings and teleconferences quarterly or whenever necessary.

Regarding internal stakeholder groups, we ensure dialogue with their members through multiple communication channels available, as well as by constantly updating the resources accessible on the company intranet.

Farmaceutica REMEDIA annually takes part in the VEKTOR evaluation for communication with investors organised by A.R.I.R. It gives us great pleasure to be able to announce that, for the second consecutive year, we have obtained the maximum mark in this evaluation, thus ranking in the TOP 10 companies in 2021 and 2022, together with Antibiotice, Banca Transilvania, BRK Financial Group, Electrica, IMPACT Developer & Contractor, Nuclearelectrica, OMV Petrom, Purcari, TeraPlast.



1.7. Material topics for the REMEDIA group

(Ref. GRI 3-1/2/3)

Topics material to a company refer to the critical issues that affect its performance, growth and success. We believe that by effectively managing materiality we can **improve our group-wide performance** and ensure the **long-term success** of our company.

The subject of materiality has received more and more attention in our company in the last year, and from a desire to achieve a more accurate mapping of it, we have initiated a process of collecting the necessary information in order to determine the significant topics, and we will continue this process in the current financial year.

The first step in this regard was to identify the company's impacts, both actual and potential, as well as positive and negative, on the economy and the natural and social environment, including human rights. This step was achieved through the efforts of the special team comprised of department leaders with seniority in the company, as well as with the help of an external sustainability consultant. Impacts were subsequently correlated with two variables related to stakeholder groups: the percentage given to each stakeholder category and the estimated number of members belonging to each group. Thus, we obtained the following list of material domains that are the subject of this report:



BUSINESS INTEGRITY AND PROSPERITY

1. ETHICS AND RESPONSIBILITY IN BUSINESS

- Anti Corruption
- Prevention of anti-competitive practices

2. FAIR WORKING CONDITIONS

- Respecting human rights

3. CONSUMER PROTECTION

- Customer satisfaction

4. SUPPLY CHAIN MANAGEMENT

- Environmental impact checks
- Human impact checks

5. TECHNOLOGICAL INNOVATION

- Robotic and digital solutions for pharmacies, warehouses and hospitals



THE ENVIRONMENT

6. CLIMATE CHANGE

- Climate Change Strategy
- Emissions and air quality
- Emission reductions

7. ENERGY CONSUMPTION

- Energy management
- Energy efficiency

8. WATER USAGE

- Water management
- Water consumption

9. CIRCULAR ECONOMY

- Waste generation and management
- Recycling



THE PEOPLE AND SOCIETY

10. STAKEHOLDER ENGAGEMENTE

- Stakeholder involvement

11. OCCUPATIONAL HEALTH

- Fair work practices
- Precautions to minimise risks of injury
- Labour healthcare
- Promoting employee well-being
- Health risk management and safety at work

12. INVOLVEMENT IN THE LOCAL COMMUNITY

- Supporting local community development

The next step was to consult the stakeholders in order to validate the list of impacts and, implicitly, the derived material subjects, as well as to identify a hierarchy between the impacts. We are currently focusing on improving internal processes and evaluating material topics within our organisation. We believe this is an important first step in setting our strategic priorities and developing capabilities to manage these topics. In this sense, we created and distributed a materiality questionnaire internally. From the 216 distributed questionnaires, we received 178 responses from the REMEDIA collective. The analysis of the obtained data reveals a predominantly positive assessment of the organisation's impacts on the proposed subjects. The research carried out has allowed us to have a better knowledge of the areas with high potential for improvement, and to obtain an internal hierarchy of the evaluated topics. Taking into account the dimension of the company's impact on these ESG factors, the impact hierarchy is as it follows:

-  1. Technological innovation
-  2. Consumer protection
-  3. Occupational health

-  4. Involvement in the local community
-  5. Ethics and responsibility
-  6. Fair working conditions
-  7. Supply chain management
-  8. Stakeholder engagement
-  9. Circular economy
-  10. Water usage
-  11. Energy consumption
-  12. Climate change

We would like to state that the hierarchy of impacts is intended to be corroborated with the results of an external research into the material areas of the REMEDIA group and we wish to pursue and create a definitive strategy around a full materiality analysis. In the meantime, we will focus our efforts on improving performance related to topics that were rated as low positive impact following the internal research stage.

While we focus on internal matters, we will continue to monitor trends and developments externally and be alert to any material topics that could affect our

performance and reputation. We are committed to conducting in-depth external research in the near future and ensuring that we consider all topics important to our stakeholders and our business as a whole. At this time, our company has not yet implemented a formal materiality management process, but we are fully aware of the importance of introducing such a process and aim to develop the necessary skills and capabilities to implement it in the near future and to ensure that we respond appropriately to the needs and requirements of our stakeholders.



Business integrity and prosperity

Business integrity and prosperity are two fundamental goals for a company that aims to have a positive impact on the economy and society as a whole. In this section, we will explore the importance of the ethical criteria that the REMEDIA group is committed to in its mission to maintain business integrity and ensure sustainable growth.

2.1. The safety of our operations

(Ref. GRI 205-1/2/3; 206-1)

As a measure to prevent fraud and corruption, we have implemented a communication procedure in this regard. The internal auditor, based on the analyses and reports of the Financial Director, represents the interface between any employee and the Board of Administrators or the Audit Committee of the company. The latter evaluates the internal control system, analyses the effectiveness of the internal audit function, the adequacy of the reports of risk management and internal control, as well as the promptness and effectiveness with which executive management resolves problems or deficiencies identified as a result of internal control.

REMEDIA complies with all current legal regulations, including those related to the prevention and

laundering of money, and no incidents have been reported when undergoing standard investigation in this area.

In terms of financial risks, risk analysis helps us identify and assess the risks associated with investments, loans, market fluctuations or loss of income. At group level, REMEDIA carried out a risk analysis within the Policy regarding financial forecasts and risks. A series of risk categories applicable to the company have been identified, along with the specific situations exposed to them and their protection and prevention measures. Risks are assessed and updated annually or whenever a new risk emerges. Within the *Fraud and Corruption*

- Operational risks
- Financial risks
- Risks generated by personnel fluctuations
- Risks generated by the operation of IT systems according to the strategic objectives approved by the company

Prevention Policy, the illegal or fraudulent acts that can be encountered in the company’s activity and the areas of activity with high risk potential have been identified. This policy also stipulates that **REMEDIA undertakes to check the anti-fraud references of the subcontracting companies**. The anti-fraud policy

is posted on the company’s website, and REMEDIA employees must inform third parties engaged to work on REMEDIA’s behalf about the anti-fraud policy. All our employees are informed from the moment of employment about our risk and anti-corruption policy and have permanent access on the company intranet to its policies and regulations.

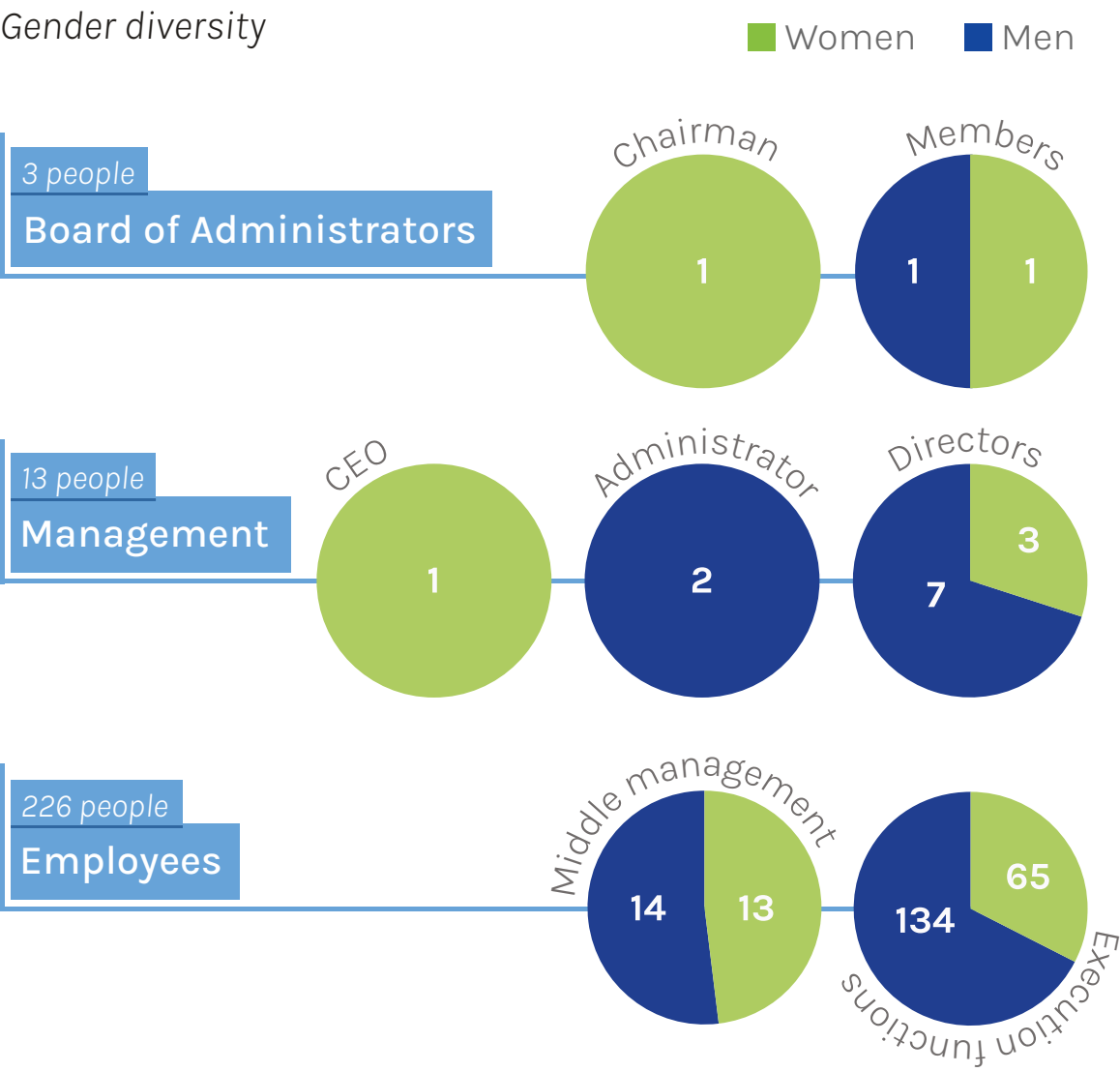
2.2. Fair working conditions

(Ref. GRI 402-1; 405-1/2; 406-1; 407-1; 408-1; 409-1)

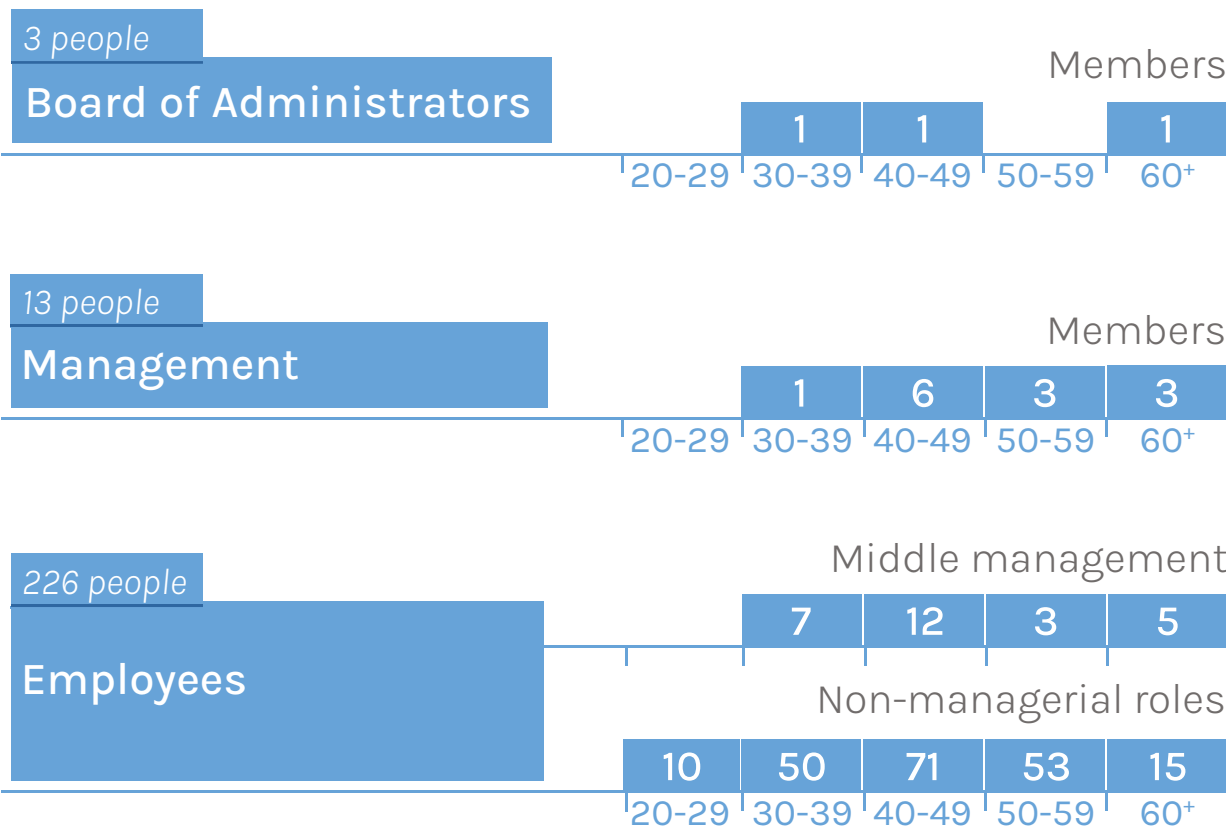
A fair and inclusive work environment is crucial to ensure a safe and enjoyable work environment for all employees. In such an environment, human rights are respected and **diversity and non-discrimination are promoted**. We believe that these are essential components of fairness, that is why we have included in the Code of Business Conduct and Ethics a chapter related to Equal Opportunities at work and we are happy to announce that no incidents of discrimination have been identified or communicated at group level.

Regarding respect for human rights, we believe that all employees have the right to a safe and healthy working environment, fair wages and reasonable working hours, and in a modern world and a respectable business environment there is no tolerance towards child employment, forced or compulsory under any circumstances.

Gender diversity



Age diversity



The right to freedom of association and collective bargaining is fundamental in a company to allow employees to organise and collaborate in order to obtain better working conditions and to protect their common interests. Within the Code of Business Conduct and Ethics, this right is provided through employee representatives, who represent employees in the negotiation process and ensure this right by removing any fears related to harassment, influence or reprisals.

In addition to the commitments ensured by the Code of Business Conduct and Ethics regarding responsibility towards employees and respect for their rights, our organisation provides a minimum number of 2, maximum 4 weeks for providing notices to employees and their representatives before implementing significant operational

changes. It is important for us to respect the right of employees to express their views, especially as some communications may have substantial impact or effects on our staff, and we want to be transparent and leave room for discussion and clarification.

None of these primordial rights have ever been violated, there being no complaints registered in this regard within the REMEDIA group.

2.3. Consumer protection
[\(Ref. GRI 416-1/2\)](#)

Pharmacovigilance is a branch of the pharmaceutical industry that deals with the identification, evaluation and monitoring of the adverse effects of drugs, to

ensure their safety and effectiveness. This topic is of significant importance to the REMEDIA group, as any adverse effect of a drug can have serious consequences for the health of patients.

Although we are not a drug manufacturer, we also consider it our responsibility to ensure that all drugs placed in the market through REMEDIA are safe and effective for administration. Our drug portfolio includes exclusively *Good Manufacturing Practice* certified drug suppliers, with marketing authorization issued by the *National Agency of Medicines and Medical Devices in Romania* and prices authorised by the Ministry of Health. Suppliers of consumables and utilities with whom we partner are carefully selected,based on particular internal procedures as well as the **cost-quality-result** ratio and their carbon footprint.

In addition, through the company's web page, users can report any adverse reaction to medicine from the REMEDIA Pharmaceuticals portfolio or to those distributed by us, and these will be investigated accordingly.

During the reporting period, REMEDIA engaged in pharmaceutical product marketing, both internally through 24 retail units in 5 counties and externally, to medical units, registering a 10% increase in sales and no cases of non-compliance regarding negative impacts on customers' health.



Environment and climate change

By adopting sustainable practices and efficient technologies, companies can help protect the environment and maintain a sustainable future for the generations to come.

Our company is dedicated to protecting the environment and recognises the need of being an **active player in the fight against climate change**. So we want to fully understand our impact on the environment and operate with a **minimal carbon footprint**, and a next step in this direction, which we plan for the next years of activity, is to collect as complete and accurate data as possible about our CO2 emissions.

At this time, we are able to **collect and monitor data related to the consumption of non-renewable resources**, such as electricity and fossil fuels, information that we invite you to find below.

The REMEDIA group complies with the legislation in the field regarding the protection of the environment. We are happy to announce that there are no disputes regarding the violation of environmental protection legislation.

3.1. Energy and water consumption

(Ref. GRI 201-2; 302-1/4/5; 303-5)

Every day activities within an organisation bring a multitude of factors that can have repercussions on the environment and can lead to climate change, and the distribution and logistics operations of companies represent two of the elements with the greatest potential impact in this regard, depending on the decisions that are taken in regard to them.

Within the REMEDIA group’s activity, **the opportunity to reduce carbon emissions** manifests itself within the energy required to operate buildings and vehicles, in the sense of reducing their quantity and/or finding alternatives.

Our efforts in this regard were supported during the reporting period by activities such as:

- *Sending the generated waste to recycling facilities;*
- *Water consumption measurement;*
- *Reducing fuel consumption by optimising transport routes;*
- *Saving energy by replacing incandescent bulbs with LED bulbs;*
- *Use of sustainable resources.*



Improving logistics costs by searching and finding the best delivery options, together with the development and improvement of WMS (warehouse management system) & TMS (Transport Management System) were priority objectives in 2022.

The outsourcing of transport and delivery activities to Pharma Expertspedition, following the association, allowed the development of its own network of 11 transport nodes. Thus the cars run at full capacity, including special temperature transport, serving more

customers on a transport route. As a result of the fuel savings obtained, the carbon footprint has been reduced.

In 2021, we initiated the replacement of incandescent bulbs with LED bulbs with the aim of reducing energy consumption and reducing the carbon footprint. We continued this activity in 2022 as well, having replaced 90% of the bulbs and we installed, with the same purpose, ceiling lights with motion sensors to reduce energy waste.

We are aiming to significantly reduce our reliance on non-renewable resources and energy consumption to align with the Paris Agreement’s climate neutrality goals, and the first step in this direction is investing in green infrastructure. For the following year, we have prepared an investment of approximately 400,000 euros in photovoltaic parks to power the warehouses in Deva and Bucharest. We will also invest an amount of approximately 25,000 euros in Deva’s office buildings and warehouses insulation in order to eliminate heat loss and have a more efficient electricity consumption level.

As for water consumption, it is necessary exclusively regarding the sanitary groups inside the office buildings, so it is not very high. We are considering installing aerators to reduce water flow in the next year. We also believe that by investing in monitoring and inventory management technology we can reduce waste and minimise costs in the distribution process. At the end of 2022 we have enlisted BD ROWA’s strength in digitisation throughout the supply chain, as well as their robotisation approach to storage and distribution of medium/slow moving products in distribution centres for the main warehouse in Bucharest. We considered this measure necessary following the decision to close some of the secondary warehouses, out of desire to reduce the carbon footprint of Farmaceutica REMEDIA Distribution & Logistics.

3.2. Circular economy

(Ref. GRI 306-1/2/3/4/5)

Through the activities carried out, our society generates a relatively small amount of waste, but we know that any resource is valuable and its use can have a significant impact on the environment.

For the reception, storage and shipping processes of the goods sold by the REMEDIA group, we exclusively use **recyclable or compostable materials**. We contribute to the protection of the environment through the **selective collection of waste** resulting from our own activity. In 2022, more than 2 tons of waste from cardboard and paper packaging and approximately 0.7 tons of waste from plastic packaging were handed over to the authorised

companies, for recovery in accordance with the legal regulations in place. Waste is collected selectively in all REMEDIA pharmacies.

WASTE CODE	RECYCLED (3.4 T)	DISPOSED (63.3 T)
Mixed municipal waste		61.186
Paper and cardboard packaging	2.082	
Plastic packaging	0.716	
Medications		2.067
Other discarded equipment containing hazardous components code (neons)		0.015
Other scrap equipment (printer cartridges / chip xer-oxes)	0.556	
Other batteries and accumulators	0.001	

Farmaceutica REMEDIA collects expired medication (approximately 2 tons in 2022) and delivers them to companies authorised to destroy them, according to legal regulations.

National waste monitoring and management services are outsourced to a specialised supplier, who prepares the necessary documentation and submits them on time to the Environmental Protection Agency (Regional County).

Since 2019, in compliance with the European Union Directives, Farmaceutica REMEDIA has no longer purchased plastic transport bags, and has replaced these with biodegradable or recyclable bags instead. Implementing this measure has led to reducing waste and complying with legislation.

Starting December 2020, REMEDIA implemented a project with an authorised company for the **selective collection of batteries and small electronics for recycling**, by placing containers specially intended for this purpose in the REMEDIA workplaces.

In September 2022, REMEDIA started a new project with a company authorised for the collection and recycling of toners and chip printer cartridges, managing to recycle an amount of approximately 0.6 tons.



People and Society

An organisation’s accountability towards people is crucial in a society where human rights are respected and promoted. The REMEDIA Group demonstrates this responsibility by ensuring that **all activities and operations we carry out are human rights compliant** and do not adversely affect people’s rights or well-being.

With regard to employees, we believe that we have a special responsibility towards them. This involves ensuring a **safe and healthy working environment**, respecting employees’ rights, including the right to decent work and fair remuneration, and preventing harassment and discrimination.

In addition, we consider the impact of our activities on the community and the environment, ensuring that our operations do not harm the health and safety of people in the community.

Respect for human rights should not only be a legal or moral responsibility for organisations, but should be seen as an opportunity to contribute to building a fairer and more prosperous society. We believe this can lead to increased employee trust and loyalty, improved customer and community relations, and ultimately improved performance and the reputation of our organisation.

4.1. The health and safety of REMEDIA employees

Employees are a valuable resource for any company, and protecting their health is an important duty of any employer. As an employer, it is important to ensure a safe and healthy working environment for all employees, thereby respecting human rights and nurturing a culture of social responsibility.

The protection of employee health is a priority for REMEDIA, even more so as their activity is carried out in different circumstances, which implies the need to ensure a **safe working environment**, as well as the provision of adequate equipment and training to reduce the risk of accidents and illnesses.

4.1.1. Occupational health and safety management

(Ref. GRI 403-1/2/8)

Protecting employees against occupational accidents, occupational diseases and other work-related health problems is vital both for the people who work in our company and for the smooth running of the organisation. The implemented occupational health and safety management system aims to contribute to reducing absenteeism and improving employee productivity and covers all employees of the REMEDIA group.

In addition, we have a legal responsibility to protect the health of employees, ensured by laws and regulations that set minimum requirements for the

- *Law no. 319 of July 14, 2006 on occupational health and safety;*
- *Law no. 359 of September 8, 2004 regarding the simplification of formalities for registration in the trade register;*
- *Government decisions no. 971, 1028, 1048, 1051, 1091, 1146 and 1425 of 2006 on labour protection.*

health and safety of employees, such as: The process of identifying and quantifying the risks of accidents is based on the method developed by the Bucharest National Research and Development Institute for Labor Protection (INCDPM) which takes into account the 4 probabilistic factors: executor, workload, means of production and work environment . The minimization of risks is done by adopting the necessary technical and organisational measures.

4.1.2. Activities related to labour protection

(Ref. GRI 403-3/4/5/6/7/9/10)

We are aware of the potential health risks that our employees are exposed to through their daily activity within the company, which allows us to take preventive measures to reduce exposure to these risks. In the case of office work or in pharmacies, some of the occupational risk factors are associated with the incorrect or uninterrupted position at the desk/standing, continuous work in front of the screen without alternation of activities, inadequate level of natural light or even alert work pace or mental stress.

Regarding the activity in the REMEDIA warehouses, the biggest risks are related to injury by stumbling or falling, or by improperly lifting goods, which can put pressure on the spine or knees. We also do not exclude the possibility of a fire or the movement of goods stored on the upper shelves, although we have implemented clear systems and procedures to prevent them.

In the case of transport drivers, the risks they are exposed to come from a variety of factors such as the technical condition of the car, the weather, traffic or infrastructure conditions. Also, possible health problems can arise due to a sedentary lifestyle and unhealthy diet, which represent common occupational risks associated with the activity of a truck driver.

In order to prevent the manifestation of the

mentioned risks, but also of other potential dangers, we carry out general training at the time of employment and periodically, depending on the profession, at a maximum interval of 6 months according to the current rules, displaying our own instructions for occupational safety and health, explaining the consequences that may arise in the event of non-compliance, the measures to be taken in case of emergency or the granting of first aid measures.

At the same time, the **provision of regular medical check-ups** is particularly important to our company, as these checks can identify health problems in the early stages, thus allowing for early treatment and intervention. We carry out annual occupational health assessments and believe this action helps prevent more serious complications and can help maintain a healthy and productive workforce. Regular medical checkups can also be of great help to employees who are dealing with chronic or pre-existing health problems. They can benefit from regular assessments of their health and appropriate treatment to enable them to continue working at full capacity.

We also distribute anonymous questionnaires to our employees to fill in, with the aim of consulting them regarding the evaluation of the implemented

occupational health and safety management system. Following the answers received, we create a final report to identify the improvement measures that are required, depending on their satisfaction.

In conclusion, it is important to us to protect the health and safety of our employees, both out of a desire to be exemplary in respecting human rights and to ensure that they remain productive and efficient in the workplace. We are constantly assessing, monitoring and improving the efficacy of the management system implemented in this regard. We are happy that, at a group level, there have been no incidents of injury or damage to the health of our employees in the field of work.

4.2. REMEDIA in the community
[\(Ref. GRI 413-1/2\)](#)

REMEDIA is a long-standing supporter of associations that carry out projects and activities with a positive impact on the local community and its members, because we believe in the power of positive examples. We have adopted the role of promoter of beneficial changes in society, so we provide continuous support to organisations that run projects in the field of health, innovation, art, education and sports.



HEALTH

• **The “Dăruiește Viață” Association**

Is dedicated to modernising and equipping the clinics in Romania, especially the Oncology departments, so that as many patients as possible will be able to benefit from treatments at European standards, so that their chances of recovery increase. The association also runs advocacy projects for legislative changes aimed at supporting patients’ right to life. The association is to build the first Pediatric Oncology and Radiotherapy hospital in Romania, in the courtyard of the Marie Curie Hospital in the capital, with exclusively private funds.

In 2022, REMEDIA financially supported this initiative with the amount of 8,500 lei.

• **The “Help Autism” Association**

Supports public institutions in providing better treatment to children and adolescents on the spectrum.

Last year we allocated an amount of 5,000 lei to support the treatment of two children diagnosed with autism.

• **The “Clean Hospitals” Association**

Carries out projects and activities aimed at supporting children with cancer.

In 2022 REMEDIA contributed financially to this cause with the amount of 8,500 lei

• **The “Hope for the Children of Romania” Foundation**

Next to the Children’s Emergency Clinical Hospital “M. S. Curie” is an organisation made up of the hospital’s doctors with the aim of attracting the necessary funds for patient ward and lounge renovations as well as organising activities aimed at enhancing children’s lives.

REMEDIA offered a sponsorship of 8,000 lei last year, in order to renovate the Neonatal Intensive Care Unit of the hospital.

• **The “Cristian ȘERBAN” Foundation**

aims to establish a specialised medical centre for children and young people suffering from diabetes and other blood diseases especially haemophilia. REMEDIA has a longstanding tradition of supporting the Romanian Hemophilia Association, collaborating with all the factors involved in improving the quality of life of patients with haemophilia.

In the year 2022, we provided financial support with the amount of 14,500 lei to finance capital repair works on the heating agent distribution network.



SPORT

- **Cetate Deva Sports Club**

In 2022, we have provided financial support to the organisation's initiatives in the amount of 18,000 lei to cover administrative expenses and awards in the sports events carried out by them. We have also provided monthly pharmaceutical products (food supplements, hygiene products, etc.) worth 19,227 lei.

- **The Romanian Gymnastics Federation**

Received sponsorship from us last year in the amount of 10,000 lei to finance the expenses of organising sports competitions.



SCHOOL ACTIVITIES

- **The Decebal Association - the Decebal National College**

Supports excellence in education and the circle of university robotics

REMEDIA contributed to this goal with a total amount of 14,000 lei to finance the expenses with materials intended to promote and support excellence in education.

- **The Bookland Association**

Deals with the renovation of rural schools

We have offered financial support for this purpose through a sponsorship worth 5,500 lei in 2022.



ENVIRONMENT & ART

- **The “Mai Mult Verde” Association**

Carries out afforestation projects, biodiversity protection, environmental education, alternative transport, food waste prevention and combating water pollution with plastic.

Last year, the “Give a tree as a gift” program took place, for which REMEDIA provided the necessary financial support to plant 300 saplings.

- **The Anastasia guesthouse in Jurilovca**

Is the space where we periodically organise training and team building sessions with our own sales and marketing teams.

We also invite external business partners, an opportunity to promote the importance of protecting the natural environment in the Danube Delta.

- **The “Retezat Massif” International Art Symposium**

Has resumed its 17-year-old tradition of bringing young Moldovan artists, from one side or the other of the Prut River, to a creative camp where artists can give free rein to their imagination in the rough air from Carnic. The works created during the camp have a nature theme, being inspired by the surrounding environment and were exhibited in the open-air vernissage organised at the end of the event.

We invite you to discover the artists who participated in the 2022 edition of the symposium, as well as more information about the patronage mission of the General Director of REMEDIA, Mr. Valentin-Norbert TARUS, [here](#).



DISADVANTAGED ENVIRONMENTS

- **The Voice of Life Association**

Runs social responsibility projects dedicated to children and mothers in difficulties. The association founded by Father Dan Damaschin offers help to children from disadvantaged backgrounds through donations of clothes, shoes, school supplies and by organising camping trips.

Last year, REMEDIA offered a sponsorship of 10,000 lei to the association to facilitate children's access to school courses.

- **The St. Francis Foundation**

Offers help to the children under its care, within the St. Elisabeta Home in Orăştie.

In 2022, REMEDIA provided financial support worth 5,000 lei to the foundation.

GRI content index

STATEMENT OF USE

Farmaceutica REMEDIA has reported the information cited in this GRI content index for the financial year 2022 with reference to the GRI Standards.

GRI 1 USED

GRI 1: Foundation 2021

STANDARD GRI	DISCLOSURE	LOCAȚIE
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	Introduction; page 27
	2-2 Entities included in the organization’s sustainability reporting	Contents
	2-3 Reporting period, frequency and contact point	Introduction; page 27
	2-4 Restatements of information	Introduction - it is not the case for our company since it is the first GRI reporting
	2-5 External assurance	Introduction
	2-6 Activities, value chain and other business relationships	1.1.1. Activity and business relationships 1.1.2. Our clients
	2-7 Employees	1.2. REMEDIA’s team
	2-8 Workers who are not employees	1.2. REMEDIA’s team.
	2-9 Governance structure and composition	1.3.1. Governance structure
	2-10 Nomination and selection of the highest governance body	1.3.1. Governance structure
	2-11 Chair of the highest governance body	1.3.1. Governance structur
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3.2. The role of the Board of Administrators
	2-13 Delegation of responsibility for managing impacts	1.3.2. The role of the Board of Administrators

STANDARD GRI	DISCLOSURE	LOCAȚIE
GRI 2: EXPUNERI GENERALE 2021 (CONT.)	2-14 Role of the highest governance body in sustainability reporting	1.3.2. The role of the Board of Administrators
	2-15 Conflicts of interest	1.3.4. Conflicts of interest
	2-16 Communication of critical concerns	1.3.4. Conflicts of interest
	2-17 Collective knowledge of the highest governance body	1.3.2. The role of the Board of Administrators
	2-19 Remuneration policies	1.3.3. Remuneration policy and process
	2-20 Process to determine remuneration	1.3.3. Remuneration policy and process
	2-21 Annual total compensation ratio	1.3.3. Remuneration policy and process
	2-22 Statement on sustainable development strategy	A message from our General Manager
	2-23 Policy commitments	1.4.1. Policy and regulation 1.4.2. Human rights
	2-24 Embedding policy commitments	1.4.1. Politici și regulamente
	2-25 Processes to remediate negative impacts	1.3.4. Conflicts of interest
	2-26 Mechanisms for seeking advice and raising concerns	1.4.3. Remediation of negative impacts
	2-27 Compliance with laws and regulations	1.4.3. Remediation of negative impacts
	2-28 Membership associations	1.5. Consolidating alliances: REMEDIA's participation in member associations
	2-29 Approach to stakeholder engagement	1.6. REMEDIA and the stakeholders
	2-30 Collective bargaining agreements	it is not the case of our company, all contracts are individual

STANDARD GRI	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	1.7. Material topics for the REMEDIA group 1.7. Material topics for the REMEDIA group 1.7. Material topics for the REMEDIA group
GRI 206: ECONOMIC PERFORMANCE 2016	201-2 Financial implications and other risks and opportunities due to climate change 201-4 Financial assistance received from government	3.1. Energy and water consumption It was not the case for our company
GRI 205: ANTI-CORRUPTION 2016	205-1 Operations assessed for risks related to corruption 205-2 Communication and training about anti-corruption policies and procedures 205-3 Confirmed incidents of corruption and actions taken	2.1. The safety of our operations 2.1. The safety of our operations 2.1. The safety of our operations
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	It is not the case of our company, there have not been any actions taken to justice in regards to this topic against the REMEDIA group

STANDARD GRI	DISCLOSURE	LOCATION
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	3.1. Energy and water consumption
	302-4 302-4 Reduction of energy consumption	3.1. Energy and water consumption
	302-5 Reductions in energy requirements of products and services	3.1. Energy and water consumption
GRI 303: WATER AND EFFLUENTS 2018		
	303-5 Water consumption	3.1. Energy and water consumption
GRI 306: WASTE 2020	306-1 Waste generation and significant waste-related impacts	3.2. Circular economy
	306-2 Management of significant waste-related impacts	3.2. Circular economy
	306-3 Waste generated	3.2. Circular economy
	306-4 Waste diverted from disposal	3.2. Circular economy
	306-5 Waste directed to disposal	3.2. Circular economy
GRI 402: LABOR/MANAGEMENT RELATIONS 2016		
	402-1 Minimum notice periods regarding operational changes	2.2. Fair working conditions

STANDARD GRI	DISCLOSURE	LOCATION
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-1 Occupational health and safety management system	4.1.1. Occupational health and safety management
	403-2 Hazard identification, risk assessment, and incident investigation	4.1.1. Occupational health and safety management
	403-3 Occupational health services	4.1.2. Activities related to labour protection
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.1.2. Activities related to labour protection
	403-5 Worker training on occupational health and safety	4.1.2. Activities related to labour protection
	403-6 Promotion of worker health	4.1.2. Activities related to labour protection
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.1.2. Activities related to labour protection
	403-8 Workers covered by an occupational health and safety management system	4.1.1. Occupational health and safety management
	403-9 Work-related injuries	4.1.2. Activities related to labour protection
	403-10 Work-related ill health	4.1.2. Activities related to labour protection
GRI 405: DIVERSITATE ȘI ȘANSE EGALE 2016	405-1 Diversity of governance bodies and employees	2.2. Fair working conditions
	405-2 Ratio of basic salary and remuneration of women to men	1.3.3. Remuneration policy and process
GRI 406: NON-DISCRIMINATION 2016	406-1 Incidents of discrimination and corrective actions taken	2.2. Fair working conditions

STANDARD GRI	DISCLOSURE	LOCATION
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2.2. Fair working conditions
GRI 408: CHILD LABOR 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2.2. Fair working conditions
GRI 409: FORCED OR COMPULSORY LABOR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2.2. Fair working conditions
GRI 413: LOCAL COMMUNITIES 2016	413-1 Operations with local community engagement, impact assessments, and development programs	4.2. REMEDIA in the community
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-1 Assessment of the health and safety impacts of product and service categories	2.3. Consumer protection
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2.3. Consumer protection

This report was made in accordance with the legal provisions of EU Directive 95/2014 and MFP Order no. 1802/2014, with the changes brought by MFP Order no. 1938/2016.

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