
ENVIRONMENTAL, HEALTH AND SAFETY POLICY

"The extraction of active principles from plant materials entails the unavoidable use of energy and natural resources and chemicals. INDENA S.p.A. commits to the optimization of its manufacturing processes for a rational use of resources in order to limit waste and actively help preserve the natural balance".

In a context where the concept of sustainability is increasingly widespread, INDENA S.p.A. believes that every implementation, action and behaviour with any relevance to Health, Safety and the Environment, cannot be separated from the company policy.

INDENA S.p.A. confirms its commitment to a sustainable development and accordingly deems essential every effort towards the protection of the environment - as well as towards full legislative compliance - and the safeguarding of health and safety of workers with a continuous improvement of its performance.

Responsibility, behaviour and attitude towards Health, Safety, and the Environment are an integral part of everyone's job and are, therefore, a significant element of judgment of the performance of both the individual employee and the suppliers.

For this purpose **INDENA S.p.A.** adopts the following principles:

- Constant compliance with community, national and local legislation and with the commitments freely signed in relation to Environment, Health and Safety of workers, including freely undertaken commitments.
- Guarantee of healthy, wholesome and safe working environments, with particular attention to the identification and mitigation of risks to Health and Safety of workers.
- Participation of all workers and their representatives to the prevention of injuries and occupational diseases, protection of the plant and equipment as well as protection of the Environment.
- Analysis of the territorial, social, economic and environmental context to identify any risks and opportunities.
- Making everyone responsible for their own Health and Safety and that of their work colleagues;
- Assurance and supervision, by managers, that the work is carried out by their collaborators in a safe manner, in compliance with all applicable laws and company regulations.
- Use of the best available technologies for building new plants, maintaining a high degree of safety for operators and protection of the environment, where technically and economically sustainable.
- Assurance that, in the elaboration and implementation of any procedure, operation, project, intervention, the Safety and Health of employees, third parties, the external population and respect for the environment are privileged.

In order to accomplish these principles, taking into account the environmental and territorial context as well as the needs of the parties involved, **INDENA S.p.A.** undertakes to:

- Continuously pursue the improvement and optimization of systems for the protection of Health, Safety and the Environment.
- Guarantee the search for new, less dangerous substances and mixtures to replace dangerous ones and ensure the correct management of existing ones.
- Guarantee the biodiversity and regeneration of the used natural sources, respecting international, European and national regulations and limit deforestation, also through projects developed in collaboration with local communities.
- Monitor the use and consumption of energy to implement optimization and reduction strategies and measures.
- Analyze greenhouse gas emissions, also by means of the analysis of the organization's carbon footprint, in order to pursue their reduction.
- Optimize the management of water resources, also ensuring the absence of APIs in wastewater through adequate measures.
- Manage waste through specific procedures, reducing hazardous waste where possible and giving priority to recovery operations over disposal.

- Ensure full cooperation with Local, National and International Authorities and with other parties involved.
- Adopt suitable procedures for the correct management of activities, supervising their implementation.
- Develop an increasingly in-depth knowledge of the characteristics of the Environmental Aspects deriving from its activities, products and services in a life cycle perspective, from the cradle to the end of the product's life.
- Collaborate with those who are part of the supply chain to reduce environmental impacts.

Each employee or supplier shall comply with the spirit and objectives of this policy and, according to their roles and responsibilities, must ensure its correct application.

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Daniele Giavini
Managing Director

