

## Environmental Policy

**Gedeon Richter Plc** (hereinafter: the **Company**) recognises the importance of protecting the environment and is committed to constantly improving its environmental performance and compliance with the relevant requirements. The Company's goal is to combine its more than one hundred years of traditions, its expertise in pharmaceutical production and its extensive scientific knowledge with today's modern expectations.

In order to recognise the importance of environmental protection, the Company considers the following basic principles for its business.

### 1. Prevention

Environmental protection is an inseparable part of economic decisions. When making decisions, the focus is on prevention. Strategic research and development as well as production and facility development play a key role in prevention.

### 2. Focusing on particular areas of environmental protection

The Company finds it important to focus on environmental protection as a whole and on its particular areas, especially in accordance with the following:

- identifying, assessing and reducing the environmental impact and potential risks associated with its business;
- improving the quality of air and protecting water resources;
- reducing environmental noise load;
- disposal and recovery of waste generated in accordance with the applicable requirements.

### 3. Special attention to the production of active substances

The most significant environmental impacts and risks of drug production are related to the production of active substances. This process is characterised by use of a large amount of volatile organic compounds (VOCs) as solvents. It is crucial to keep the environmental loss of these substances below the level already achieved, i.e. below 5% of the amount used.

In order to achieve this goal, the Company:

- constantly upgrades its production technologies and seeks to use the best available technology to reduce the environmental load of its activities;
- continuously develops the technical standards of production and service equipment;
- modernises the infrastructure for storage and supply of chemicals in order to reduce the risk of soil and groundwater contamination.

### 4. Cooperation with the authorities and other stakeholders

The Company works closely together with the authorities, the public and other stakeholders and considers it important to provide information and listen to the opinion of other people. All

business areas of the Company work in close cooperation with the municipalities, taking their part in solving the environmental problems of communities.

## **5. Collective and individual responsibility**

The Company expects and requires all its employees, subcontractors and customers to comply with the environmental protection requirements and act in an environmentally conscious manner. It seeks to achieve this by giving regular training, providing appropriate information, introducing incentive-based solutions and providing safe and healthy working conditions.

The accomplishment of the above goals is supported by the Environment-Oriented Management System, which plays a key role in environmental protection and successful business activity.

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Gábor Orbán  
Chief Executive Officer