



DOC GENERICI SUSTAINABILITY POLICY

May 2022

Background and context

DOC Generici is a manufacturer of generic drugs, founded in 1996 with the aim of offering the highest quality products with less expense for both the patient and the community. The development of the activity and the achievement of social goals through the satisfaction of the needs of the scientific community and patients, respecting the interests of all those involved in the social activity or in any case in any way interested in it, is the primary objective of DOC Generici. This is, especially, in view of the fact that the particular sector in which DOC Generici operates involves interests of great social importance, also implying an important contribution to the training of the medical class.

In order to achieve its mission, DOC Generici inspires its activities, its choices and the rules of conduct, to the following ethical principles contained and further described in its Code of Ethics: fairness, honesty in business, transparent and complete information; fair competition; impartiality, independence, diligence and accuracy, confidentiality and protection of privacy, equity and equality, quality of services and products, hierarchical principle, professionalism, and protection of the person. DOC Generici is committed to sustainability in all business activities and aims to apply the highest ethical standards.

DOC Generici is aware of the social action carried out by generic products which, having a reduced selling price, contribute decisively to the reduction of pharmaceutical expenditure for the National Health System. The list of DOC Generic products includes a wide range of products dedicated, above all, to the following therapeutic areas: non-steroidal anti-inflammatory, antiviral, antidepressants, anti-thrombotics, cardiovascular and gastroenteric.

Scope of Policy

This Sustainability policy refers to our responsibility towards society, our environment, our investors, our suppliers, our staff and the communities in which we operate.

This policy applies to our company and, wherever possible, it also applies to suppliers and business partners.

This policy should be read in conjunction with other relevant company policies, including DOC Generici's Model of organization, control and management ex legislative decree no. 231/2001, Code of Ethics, Sustainable Procurement Policy, Supplier Code of Conduct and our Mission, Vision and Values.

Key elements of our Sustainability Policy

DOC Generici is committed to running our business in a responsible and sustainable way. We manage our environmental and social impacts, whilst creating shared value for our clients, staff and shareholders.

We believe this approach brings many benefits including minimising risks, saving money and reinforcing our brand values.



To ensure a responsible, sustainable approach to business we will:

- Manage and reduce our environmental impacts.
- Encourage our suppliers to adopt a responsible approach to business.
- Uphold human rights in our business and encourage our value chain to do the same.
- Embrace diversity.
- Treat our employees fairly and protect their health and safety.
- Invest in and support our communities – local, national and international.
- Set targets and regularly monitor, review and report our sustainability performance; and strive to improve.

Our policy therefore has the following key elements:

1. Ensuring a Responsible Business

DOC Generici will:

- Manage our business in a responsible way, operating fairly and transparently.
- Comply with all applicable legislation, regulations and codes of practice, as well as voluntary commitments where appropriate.
- Enforce our commitments, particularly in the areas of diversity, equal opportunities, anti-harassment, anti-corruption and bribery, anti-slavery and human trafficking.
- Aim to incorporate sustainability considerations in all our business activities and decisions.
- Communicate and promote our approach to sustainability within our organisation, ensuring all staff are committed to implementing and improving our ways of working, and communicating our approach externally: to key stakeholders, partners, suppliers and clients.
- Procure goods and services that match our values and encourage our suppliers to adopt a responsible approach to business.

2. Protecting the environment

- DOC Generici recognizes the need to protect the natural environment for a sustainable future. We seek to minimise and reduce our own environmental impacts, including greenhouse gas emissions, and subsequently minimise our organisational carbon footprint.

This means using all resources wisely and minimising waste and pollution. In particular, we will:

- Ensure compliance with all applicable environmental legislation.
- Aim to minimise resource consumption by a focus on resource efficiency
- Focus on understanding the implications of climate change for our business including risks and mitigation measures
- Work to understand and reduce our carbon footprint in line with Science Based Targets
- Work to reduce energy consumption in our operations by adopting energy savings measures and deploying low energy equipment where possible.
- Seek to minimise the use of non-renewable resources and use low impact, sustainably sourced products and materials in our own facilities where possible.



- Focus on waste prevention, ensuring any waste we produce is efficiently managed and recycled where possible in line with a circular economy approach.
- Aim to manage water resources effectively, reducing consumption and reducing environmental impacts in waste-water discharges, including the distribution of water bottles to employees, dispensation of recycled paper cups and cans, etc.
- Strive for sustainable options in our facilities, from efficient layouts to insulation to sustainable furnishings and equipment.

3. Protecting people

Protecting people within our business means treating our employees fairly through responsible employment contracts and fair labour practices, with supporting policies and practices that are defined in our Code of Ethics and other policies as Whistleblowing Policy, Health Security Policy and hiring process policy.

Our responsibilities to protecting people extend beyond our own employees to our clients/ customers, partners and suppliers. We have a duty of care to protect people's health and safety where we work, and to flag other welfare of human rights issues where we become aware.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards.

Therefore, we require our strategic suppliers to explicitly acknowledge and adhere to the principles embodied in our Supplier Code of Conduct and we require them to share their sustainability policies with us.

4. Supporting Our Staff

DOC Generici is committed to creating an environment where all its employees are treated with dignity and respect at work and which is free from discrimination, victimisation, harassment and bullying. Such conduct is harmful to the Company's employees and its business and the Company will seek to address any form of discrimination, victimisation, harassment or bullying where it occurs in the workplace.

DOC Generici will continue to develop practical and inclusive ways to support and develop a happy and productive workforce both within and outside the workplace.

We will continue to support through practical initiatives and employee benefits such as dedicated workshops on diversity, equity & inclusion; involvement in charitable / sporting activities.

We will also encourage our people to develop their learning and their careers and will aim to provide additional support in these areas for long term benefit.

5. Supporting Communities



As part of the DOC Generici's commitment to making a difference, we initiate and support community investment and give support to non-profit organizations to promote cultural and economic development of global and local communities.

In our working environment and operations, this means being a good citizen where we operate and joining with other businesses to improve the working environment and to identify opportunities to help our local communities.

We will support causes that we believe in and which will make a positive impact on people's lives. For example, in the past we have supported associations that fight cancer and we donate products to Banco Farmaceutico (Medicines Bank), an Italian charity providing access to medicines to communities in need or communities that go throughout emergency periods.

Signed: Management Team Doc Generici S.r.l.

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