



E5.2 ENVIRONMENTAL AND OCCUPATIONAL HEALTH & SAFETY POLICY

Athens
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PharmaPath S.A. is committed to implementing business practices that promote economically and environmentally responsible growth, in accordance with the requirements of **ISO 14001:2015** and **ISO 45001:2018**. This commitment is based on the following principles:

- Everyone has the right to a **safe and healthy working environment**.
- We are committed to acting **as responsible stewards of the environment**.
- All injuries, incidents, and environmental impacts are preventable.
- **Compliance with all applicable laws**, regulations, requirements, and compliance obligations is a fundamental principle of our corporate culture.
- We strive for excellence in environmental management, sustainability, health, and safety in a manner that enhances and creates value for our organization.

These principles are aligned with the values of PharmaPath S.A. and form the foundation of our Environmental, Sustainability, Occupational Health & Safety Policy. Our policy is **appropriate to the nature, context, scale, and environmental and occupational impacts** of our activities, products, and services.

PharmaPath S.A. is committed to:

- **Protecting the environment and preventing pollution** by responsibly using natural resources and reducing environmental impacts.
- **Eliminating hazards and reducing occupational risks** through the application of the hierarchy of controls across all activities.
- **Continually improving** the Environmental and Occupational Health & Safety Management System.
- Ensuring the **safe execution of work activities**, preventing injuries and illnesses, and promoting employee wellbeing.
- **Consulting and encouraging the active participation of employees** in health and safety matters.
- Continuously identifying, assessing, and monitoring environmental and occupational risks.
- Providing the necessary resources, knowledge, training, and tools to effectively implement this policy.
- Promoting transparency, effective communication, and **ensuring the availability of this policy to all interested parties**, both internally and externally.



All employees, associates, contractors, and visitors to PharmaPath S.A. facilities are required to comply with this policy and actively support its implementation by:

- Taking personal responsibility for their own safety and the safety of others.
- Following all procedures and requirements established by the Quality, Environmental, and Occupational Health & Safety Management Systems.
- Promptly reporting hazardous conditions, incidents, or unsafe behaviors and cooperating in their proactive prevention and resolution.
- Participating in risk management, inspections, improvement initiatives, and related programs.
- Actively supporting the Company's EHS programs and contributing to the continual improvement of EHS performance.

Through these commitments, PharmaPath S.A. actively supports the achievement of its long-term objectives of:

- Zero injuries and incidents.
- Minimization of environmental emissions and impacts.
- Reduced consumption of natural resources.

DOCUMENT CONTROL

Version	Effective Date	Approved By
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