	Environmental and Safety Policy	SOP HSE 004 All 03
		Rev. 04 of 04/01/2021

Fine Foods & Pharmaceuticals N.T.M. S.p.A., hereinafter referred to as **FINE FOODS**, aims to be a leading company in the production of pharmaceuticals, food supplements and medical devices for third parties. This objective is based on the balance between economic growth, social responsibility, environmental protection and health and safety in the workplace.

The Environmental and Safety Policy, together with the Quality Policy, is a central element of the **FINE FOODS'** business model and is fundamental for the Company's sustainability, as well as productivity, efficiency, quality and new product development.

All **FINE FOODS'** production sites are already certified according to the standards:

- UNI EN ISO 14001:2015 for the Environment
- UNI ISO 45001:2018 for Safety

In addition to certifications, considered as a starting point, **FINE FOODS** has programs of continuous improvement with regard to environmental impact, accident prevention and safety of its employees.

The Top Management promotes, develops and supports:

- Involvement of all staff in disseminating the Company's culture for what concerns the protection of the environment and health.
- Constant training and updating, focused on improving risk prevention and health protection activities and reducing environmental impact.

To this end, **FINE FOODS** has compiled a Health, Safety and Environment Management System (HSE) involving the entire staff, which applies to all activities taking place within the Company's facilities.

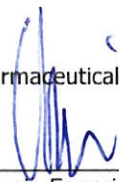
In order to achieve the objectives described above, Top Management is committed to:

- complying with the current laws regarding environmental protection and health and safety in the workplace and with the agreements signed with third parties;
- setting up an organisational structure focused on the achievement of these goals and on providing the necessary human and instrumental resources;
- involving all personnel through constant information and training activities, also optimising response time to changes;
- planning improvement strategies across all activities;
- carrying out constant control over the implementation of the procedures related to the Management System and its operational control;
- periodically checking the compliance of the HSE Management System with the Company's policies and procedures and making organisational and technical changes necessary to achieve this objective.

FINE FOODS' Top Management is aware that the policy for the environment and safety must be consistent with the results of the Environmental Analysis, the Context Analysis and the Risk Assessment of Activities (DVR) and must be understood, implemented and supported at all levels of the company, is committed to providing appropriate information and to involving all staff, through:

- updated communication and information, displayed on the Company's notice boards or through other effective communication tools;
- awareness of all personnel of the Company's environmental and safety policy by means of publication on the Company's website and of dissemination with other tools of communication;
- promotion of initiatives aimed at collecting suggestions from the staff and at improving internal safety and environmental protection;
- implementation of training courses on the concepts and application aspects of the Health, Safety and Environmental Management System in force, on compliance with mandatory regulations for the prevention of pollution and on the safety and health protection of its employees.

Fine Foods & Pharmaceuticals N.T.M. S.p.A.



 Giorgio Ferraris
 (Chief Executive Officer)