

## Safety, Health & Environmental Policy

At Pentapharm, we are committed to protecting the health and safety of our employees and minimizing our environmental impact in all aspects of our operations. As a reliable resource for active ingredients for the Pharmaceutical and Diagnostic Industry, we recognize our responsibility to prevent harm, comply with all legal and other applicable requirements, and manage the environmental aspects of our products throughout their life cycle — from research and development to production, distribution, use, and end-of-life.

### Occupational Health and Safety

- We will ensure a safe and healthy working environment for all personnel by identifying hazards, assessing risks, and implementing appropriate controls,
- Comply with all relevant health and safety legislation and industry best practices,
- Train and empower employees to recognize and manage risks and promote a culture of shared safety responsibility,
- Encourage open communication and proactive reporting of incidents, near-misses, and unsafe conditions without fear of reprisal,
- Cultivate a learning culture where lessons from incidents, near-misses, and observations are shared and used to strengthen our systems.

### Environmental Management

- We will identify and evaluate our environmental aspects and impacts and implement controls to mitigate adverse effects,
- Prevent pollution and minimize emissions, waste, and resource consumption wherever possible,

- Ensure compliance with all applicable environmental laws and regulations while continuously improving to align with evolving regulatory and industry standards.
- Incorporate environmental considerations into the design and development of our products,
- Promote sustainable practices across the product lifecycle — including raw material sourcing, manufacturing, packaging, distribution, use, and disposal.

### Leadership and Accountability

Senior management will provide leadership, resources, and support to ensure the successful implementation of this policy. All employees, contractors, and stakeholders are expected to comply with this policy and contribute to our shared goals.

### CONTACT US

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