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POLICY FOR SUSTAINABLE RESPONSIBILITY

for environmental protection, health
and safety

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ROTTENDORF
— PHARMA —

POLICY FOR SUSTAINABLE RESPONSIBILITY FOR ENVIRONMENTAL PROTECTION, HEALTH AND SAFETY

1. OBJECTIVE

This policy sets out the Rottendorf Group's principles and duties with regard to environmental protection and the health and safety of our employees, partners, and the public. We are committed to sustainable, responsible, and forward-looking corporate governance, which is based on the values of our Code of Conduct.

2.0. PRINCIPLES

The commitment to pursuing the well-being of people and their environment, both now and in the future, with the aim of continuous improvement, is guided by the following principles:

- 2.1 The health and safety of our employees has the utmost priority. We foster a safe and supportive work environment by:

Hazard prevention: Identification, assessment and minimisation of risks in the workplace.

◇ Training courses: Regular training on occupational safety, health protection, and emergency measures.

◇ Prevention: Promotion of physical and mental health, including ergonomic workplace design and health programs.

◇ Emergency management: Implementation and regular review of emergency and evacuations plans.

- 2.2. Every employee is expected to share responsibility for safety and the environment and to work in accordance with the specified guidelines and described procedures. This sense of responsibility is encouraged and viewed as a key performance benchmark for all employees. The management will create the environment needed to achieve this.
- 2.3. Sustainability, health, and safety are tasks for everyone. Therefore:
- ◇ Managers have a special responsibility for implementation and acting as role models.
 - ◇ Employees are actively involved in contributing ideas for improvement.
 - ◇ We regularly measure our performance, set clear targets and continuously improve our standards.
- 2.4. The Rottendorf Group's facilities are designed, constructed, and operated in a manner that safeguards employee well-being and mitigates the environmental impact of its operations.
- 2.5. All applicable laws and regulations are complied with. In instances where applicable laws and regulations are deemed inadequate, Rottendorf Gruppe GmbH will implement its own internal standards in accordance with this policy.
- 2.6. The company prioritises environmental, health, and safety considerations in the development of new products and the implementation of manufacturing processes.
- 2.7. We are committed to the principles of waste minimisation, sustainable use of natural resources, recycling, energy efficiency, and the conservation and recovery of resources.

- 2.8. The Rottendorf Group is committed to open dialogue with its stakeholders regarding its commitment to the environment and the health and safety of its employees, contractors, suppliers, customers, visitors, and the communities in which it is located.
- 2.9. The Rottendorf Group employs a management system that continuously monitors environmental protection, employee health and safety, and process safety. This system ensures that requirements are met.
- 2.10. The status of compliance with these principles is regularly reported to the Board of Directors and the Supervisory Board.

3.0 ÄNDERUNGSINDEX / CHANGE CONTROL INDEX:

Änderungsindex / Change control index	Änderungsgrund / Reason for change	Gültig ab / Valid from:
000	Neuaufgabe, erstellt durch Peter Verheyen New edition, written by Peter Verheyen	01.08.2008
001	Revision and update	28.03.2025

The board of directors:

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