

## ENVIRONMENT, HEALTH AND SAFETY POLICY

The Company's policy is aimed at designing, creating and selling products, solutions and services through the application of regulatory criteria and good manufacturing practices, in compliance with Environmental protection, workers' Health and Safety.

The Company's goal is to do the right thing since at the first time, every time, be it products, solutions or services.

The entire process management, based on ethical and moral values of absolute integrity, involves the constant search of "zero global risk" associated with the entire life cycle of the product, always applying the best technology available, in particular reference to the Environment and Safety.

Zhermack undertakes to:

- comply with all applicable legislative compliance obligations, both in terms of the environment, health and safety at work;
- promote the development of Worker Health and Safety and Environmental Management Systems, taking all Stakeholders into consideration;
- prevent any form of pollution to protect the environment and reduce environmental impacts through a more careful and rational use of resources;
- protect the Health and Safety of all workers, preventing accidents at work and occupational diseases;
- promote a virtuous cycle of continuous improvement both on systems, techniques, procedures and practices and on Management Systems to increase environmental sustainability and the level of safety guaranteed to employees;
- disseminate, through suitable tools, knowledge and awareness of the Policy at all levels of the organization;
- invest in internal communication as a tool to increase awareness, sensitivity and participation of employees regarding the Environment and Health and Safety at work.

The Management undertakes to define and monitor objectives, aimed at continuously improving performances and the Management System, in compliance with the standards and all applicable requirements in the Health, Safety and Environment field.

The policy is periodically reviewed during Management Reviews, in the presence of the RLS, and is made available through publication on the Company's website.

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