

Environment and Climate Change Policy



For

**PharmaLex GmbH
and Affiliates**

Version 01

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Function	Signature	Date
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1. BACKGROUND

Climate change and environmental sustainability are among key material issues for the company and its stakeholders that present both challenges and opportunities. At PharmaLex we are committed to actively manage the risk and make use of opportunities that arise from Climate change and environmental sustainability by engaging with our stakeholders, adopt best industry practices and integrate sustainability into our business strategy.

2. SCOPE

This policy applies to PharmaLex global and all its affiliates. The purpose of this policy is to present our commitment for climate change and environment sustainability to our stakeholders. We believe that implementing environmentally sustainable principles, reducing our greenhouse gas emissions, and addressing local environmental challenges adds value for our clients and reflects the integrity and ethics of our professionals.

3. DEFINITION

3.1. ENVIRONMENT SUSTAINABILITY

Environmental sustainability is the responsibility to conserve natural resources and protect global ecosystems to support health and wellbeing, now and in the future.

3.2. CLIMATE CHANGE

Climate is the average weather in a place over many years. Climate change is a shift in those average conditions. Earth is now in a period of rapid climate change, with global temperatures rising.

4. RESPONSIBILITY

The responsibility for implementation of initiatives with reference to climate change and sustainability lie with Global Corporate Social Responsibility team of PharmaLex, the responsibility for carrying out local initiatives and maintain positive legal compliance lies with local affiliates, Support Board will also monitor company's overall performance on Environment and Climate Change.

5. SUSTAINABILITY PRINCIPLES

- i) Develop programmes and impart trainings to increase environmental awareness and sense of responsibility towards climate change in our employees.
- ii) Engage with our stakeholders (Clients and Suppliers) on Environment and Sustainability Initiatives, consider environmental factors when procuring goods and services. Assess the performance of our key suppliers and evaluate their alignment to our supplier code of conduct.
- iii) Maintain positive legal compliance with reference to environment and climate change regulations.
- iv) Set goals and targets on climate and environment related Key Performance Indicators.
- v) Take initiatives to reduce our energy use by using clean technologies wherever possible.
- vi) Use the principle of 3R (Reduce, Recycle, Reuse) in our material consumptions and disposal.

- vii) Take initiatives to reduce water consumption in our offices and facilities and encourage employees to adapt water conservation practices.
- viii) Monitor the performance of the company on set Key Performance Indicators and where appropriate share the performance with our stakeholders.
Key Performance Indicators to be monitored are:
 - a) Green House Gas emissions of the company
 - b) Waste generated and disposal methods
 - c) No. of trainings/initiatives on topics of environment sustainability and climate change