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ESG at the heart of
our business

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OUR STRATEGIC ENVIRONMENTAL PLAN

Our Sustainability Policy defines the framework of our responsibility towards the environment

ESG

Environmental management



- ✓ Extension of ISO 14001 Certification to Derio and Farm
- ✓ Formalisation of the environmental scorecard
- ✓ Extending the scope of the Carbon Footprint (Scope 3)
- ✓ Carbon Footprint Emission Reduction Plan Waste
- ✓ Reduction, recovery and management
- ✓ Water efficiency

Product innovation



- ✓ Advice to clients on livestock sustainability and animal welfare (Farm Faes)
- ✓ Product environmental (Farm Faes)
- ✓ Eco-design strategy



OUR STRATEGIC PLAN ON SOCIAL ASPECTS

Respect and care for people is a reflection of our commitment to all employees.

People



- ✓ Alignment of employees with corporate culture and values
- ✓ Training and awareness-raising of employees on ESG
- ✓ Promoting diversity and equal opportunities
- ✓ Formalisation of corporate health and safety management model
- ✓ Strengthening internal communication
- ✓ Transparency in the processes of attracting and promoting talent.
- ✓ Professional development programme for employees
- ✓ Reinforcement of the Faes Farma employer brand
- ✓ Actions aimed at improving work-life balance and promotion at work

Social Contribution



- ✓ Organisation of the corporate social action system

Commitment to the health system



- ✓ A more scientific and collaborative model for relations with health care professionals
- ✓ Patient-oriented value generation



OUR STRATEGIC PLAN ON CORPORATE GOVERNANCE

Our governance is based on the transversal involvement of the entire organisation.

Good governance and ethics



- ✓ Formalising ESG responsibilities
- ✓ Governance model in the Group's ESG processes
- ✓ Investor relations with an ESG focus
- ✓ EU Taxonomy of Sustainable Finance
- ✓ Climate information reporting initiatives
- ✓ ESG as a communication lever vis-a-vis key stakeholder

- ✓ Corporate ESG standards
- ✓ Establishment of public commitments
- ✓ Access to sustainable financing
- ✓ Adaptation to new non-financial reporting requirements
- ✓ ESG in the Equity Story for new investors and proxy advisors
- ✓ ESG risk analysis and control

Product innovation



- ✓ Alliances and promotion of R&D projects aimed at health, animal welfare and sustainability (Farm Faes)

Supply chain



- ✓ Monitoring critical suppliers on ESG aspects
- ✓ Driving ESG improvement through suppliers