

Occupational Health & Safety and Environmental Policy

Patheon Italia S.p.A., part of Pharma Service Group of Thermo Fisher Scientific Multinational Group, is a sole shareholder, leader in providing contract development and manufacturing services of pharmaceutical products. Monza facility manufactures sterile (liquids and lyophilized).

According to Corporate guidelines and Thermo Fisher Global Environmental, Health and Safety Policy, Patheon Monza facility set the goal to sustain and promote occupational health and safety and environmental management good practices, in compliance with the social-economic context, to allow the organization to control risks and improve performances.

Based on this choice, the Company decided to obtain the certification of Monza site implementing the Occupational Health & Safety management System compliant with BS OHSAS 18001:2007 standard, integrated with the Environmental management System compliant with UNI EN ISO 14001:2015 standard; during 2018 the Company decided to follow the path to the UNI ISO 45001:2018 standard adequacy that brought during 2019 to the complete integration of the Health, Safety and Environmental management Systems. In order to pursue this improvement target in matter of Occupational Health & Safety and Environmental performance, as integral part of its own activity and as strategic choice, Monza site, in compliance with the mentioned standard, directs its commitment to:

- continuous improvement of the integrated Health, Safety and Environmental management System;
- safe and healthy working conditions guarantee to prevent injuries and professional illness;
- employees health and safety protection, with respect to different features and personal demands;
- hazards elimination and risk reduction and also prevention and protection of its employees and of each party involved in its activity;
- pollution prevention and environment protection, in particular the mitigation and adaptation to climate change by adopting and maintaining the most efficient secondary energy generators that allow a reduction of pollution and CO₂ emissions as well as an optimization of the resources;
- the consideration of Occupational Health and Safety and Environmental protection as an integral part of the company management;
- the observance of legal and other requirements, in matter of occupational health and safety and environment, derived from expectations and requirements of interested parties identified in governmental entities at international, national, regional and local level;

- the observance of compliance obligations, in matter of occupational health and safety and environment, derived from expectations and requirements of other interested parties, that Patheon has to or chooses to comply with;
- the definition, planning and re-examination of suitable company targets under the perspective of improving the safety levels and the environmental performance;
- the involvement, consultation and participation of the whole company structure on the basis of one's assignments and competences in the application of the implemented Integrated Management System, in order to make everybody aware of their commitment inside the organization and their contribution to the efficiency of the integrated management system;
- the awareness and training in order to achieve a safe execution of their duties and a responsibility assumption in matter of Occupational Safety, in specific reference to their task;
- the awareness and training of the whole personnel and third parties involved, working inside the plant or anyway on behalf of the company, on what established by the Integrated Management System so that everybody can understand the implications of their behavior on occupational health and safety and environment;
- the consultation of the Employees Safety Representatives in matter of Health and Safety risks prevention and protection, to ensure the involvement and participation of the employees in order to obtain an Occupational Health & Safety Management System fully shared;
- the assignment of adequate resources, both human and instrumental, to the Integrated Management System;
- the popularization among employees and other interested parties identified, of the present Policy and related targets, implementation programs and achieved results;
- the adoption of fully transparent behaviors and collaboration with local authorities in charge to perform Occupational Health & Safety and Environmental controls.

This Policy has been developed with the collaboration of the whole company personnel and adopted during the execution of every activity; it is posted inside Monza facility and available to visitors and contractors and other interested parties who request it.

The same document will be periodically reviewed, in order to guarantee effectiveness and adequacy. All interested parties are required to commit themselves to respect the contents of this policy.

Monza, August 23rd 2021


VP & General Manager

The Organization

Dr. Annalisa Barile