



# CORPORATE SOCIAL RESPONSIBILITY POLICY

## COMMITMENT

SGD Pharma is committed to improving and protecting patient health by providing high-quality, reliable and innovative primary glass packaging to our pharmaceutical customers while remaining an environmentally sustainable and socially responsible company.

SGD Pharma's CSR policy is an integral part of the Group's corporate policy and business strategy.

## ACCOUNTABILITIES

All employees must be fully aware of our CSR strategy and participate in our CSR action plan.

All managers are involved in the Group's CSR performance and CSR is a part of their individual yearly objectives.

Executive committee members are sponsors of the CSR actions plan relating to their scope of responsibilities and they participate actively in routine progress reviews.

## FOUNDATIONS

### Our People

- We provide a safe and healthy work environment for our employees and stakeholders. Our primary goal is zero accident and zero occupational illness.
- We provide a caring workplace for employees, free from harassment and discrimination.
- We respect the rights of employees to associate freely, join labor unions, and we comply with labor rights regulations everywhere.
- We have a concrete action plan in place to attract employees and we carry out routine Associates Engagement Surveys.

### Our Business Ethics

- We conduct our business in full compliance with all relevant ethics laws (anti-trust, anti-corruption, anti-bribery) and have efficient vigilance management in place to detect any risk or deviation.
- Our partners (suppliers, contractors, sales agents, customers) must be aligned with our ethics rules, and we stop our business relationships with those not aligned.
- We safeguard and make only proper use of confidential information, ensuring that company information and the privacy rights of workers and patients are protected.
- We guarantee to our customers that decisions are driven by the needs of patient care and we guarantee full transparency in quality risk assessment.
- We guarantee to our shareholders and employees that our business strategy drives sustainable growth and company value.

### Our Environmental Impacts

- We minimize our energy consumption and our greenhouse gas emissions by investing in the Best Available Technologies and upgrading older installations within our industrial processes.
- We use natural resources with the utmost care.
- We have a concrete action plan in place to preserve biodiversity.
- We remain proactive and committed to striving towards zero-impact local pollution and zero accidental pollution impacts.

### Our Stakeholders

- We are responsive to the requirements of all our stakeholders' (shareholders, customers, employees, local authorities, suppliers).
- We work closely and in partnership with our corporate customers to mutually improve CSR performance, within a transparent and fair framework, to be a part in each other's sustainability programs' success.
- We encourage our suppliers to improve sustainability by including in our contracts a CSR chapter and assessing their progress.
- We are proactive in setting social partnerships with local authorities to demonstrate our civic commitment.

Olivier ROUSSEAU  
Chief Executive Officer

Laurent MILLET  
Group CSR Director