

ENVIRONMENTAL POLICY

Environment friendliness is one of our main purposes

GENHELIX (belonging to MABXIENCE), as a Company engaged in research, development and manufacture of biosimilar pharmaceutical products, is aware of the importance to integrate, as an essential factor of its activity, **environment friendliness and protection** in the development of all its business plans. Hence, company commits to reduce environmental impact and collaborate in environmental protection so the Top Management establishes the following principles:

- Commitment to **comply** with applicable legal requisites and other requisites that the company submits to, as well as their continuous updating.
- Set **continuous improvement** as a basis of our activities, aiming to reduce, to the extent possible, generated environmental impacts, in a way that our activity harms our environment to the minimum extent possible.
- **Prevent contamination** by reducing, to the most viable technical and economical extent, waste, dumping and emissions produced by our business activities, as well as other impacts which our activity may produce on the environment.
- **Work in a collective way** with all our suppliers and subcontractors, aiming to improve their environmental actions which may lead to a better environment efficiency of the company activity.
- Commitment to **open and cordial dialogue with the different parts interested** in our company activity.
- Provide suitable **training and communication** to employees so that they perform good environmental practices, as well as make them feel an integral part of the company environmental improvement policy.

Management thus, commits to ensure policy implementation and annual review on its content adjusting it to nature and magnitude of occupational safety and health risks, as well as the general strategy of CHEMO GROUP.

The Management, on the 6th September 2017.

OCCUPATIONAL SAFETY AND HEALTH POLICY (OHS)

The main goal is to have zero occupational accidents

GENHELIX (belonging to MABXIENCE), as a Company engaged in research, development and manufacture of biosimilar pharmaceutical products, aware of the activity it develops, has designed and implemented a **management system for occupational risk prevention, integrated into its business plan**, which assures continuous improvement; conformed to the following principles:

- **Prevent, identify, evaluate, correct and control safety and health risks on workers derived from business development**, contributing thus to its optimal development, assuring optimal working conditions, preserving resources and reducing damages which derive from occupational risk materialization.
- **Plan prevention**, searching for a coherent set which integrate technique, working organization, working conditions, social relationships and influence of environment factors at work.
- Adjust working performance to person in relation to working positions, equipment and working and production methods, aiming to **prevent health damage and deterioration**.
- Assure employees suitable **theoretical and practical training** on their working performances, promoting safe actions and awareness and involvement, as a way to make them aware of their personal duties in relation to working safety and health matters ("**We all are safety**").
- Commitment to **comply** with applicable legal requisites and other requisites the company submits to, as well as their continuous updating.
- Set **continuous improvement** as a basis of our activities, aiming to avoid risks, evaluate those which are unavoidable and combat them in their origin; taking into account technique evolution, substituting hazard by all which imply low or no risk and implementing measures which put collective before individual protection.
- **Work in a collective way** with all our suppliers and subcontractors to make them participants in our preventive culture implemented.
- Commitment to **open and cordial dialogue with the different parts interested** in our company activity.

Employees have the right to participate actively in issues related to occupation risk prevention, for which there exist representative procedures legally established in Chapter V of the Occupational Risk Prevention Law.

These principles, to disseminate to the whole company organization, serve as guidance to establish purposes, which, with annual character, are revised conformed to continuous improvement criteria to assure company policy compliance, thanks to endeavor and collaboration from all employees and leaders and support from the company management team.

Management thus, commits to ensure policy implementation and annual review on its content adjusting it to nature and magnitude of occupational safety and health risks, as well as the general strategy of CHEMO GROUP.

The Management, on the 6th September 2017.