

*Our Policies*

# Corporate Citizenship

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ESG

ZENTIVA

## Zentiva's role as responsible citizen

At Zentiva we are clear on our purpose, our contribution to public health, our responsibility to ensure high-quality and affordable medicines to those who depend on our product every day.

Patient access to medicines significantly increases when generic, biosimilar and value added medicines enter the market. These three categories of medicines now represent approximately 80% of patient treatments delivered in Europe generating billions of Euros of savings for the European Governments each year. Our core activity positively impacts the lives of millions of patients. As we drive down the price of medicines through bringing competition to previously patented medicines we help more patients gain access to gold standard medical therapies.

Zentiva as part of the off-patent medicines industry creates significant economic value by increasing the supply of medicines through a more competitive market, reducing the pressure on public and private healthcare budgets, and generating new employment, manufacturing and investment opportunities. Our segment of the medicines industry makes a very significant direct contribution to the European economy through the 400 European manufacturing sites and more than 190,000 people employed in highly skilled jobs.

Generic medicines, and increasingly biosimilar and value added medicines, are fundamental to the sustainability of healthcare systems: allowing providers to respond to the long-term challenges of an ageing population, increased incidences of chronic diseases, and budgetary constraints compounded by the high cost of breakthrough medicines.

Zentiva is a major contributor to public health in Europe.

Every one of us is aware of our responsibility and the impact we have. Zentiva as a company is part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

This policy outlines our efforts as we care for our people, the people we serve, our partners and our planet. It applies to our company and its subsidiaries. It may also refer to suppliers and partners.

As a business and as a team we want to meet the highest standards of ethics and professionalism. We respect the law, honor our internal policies, ensure that all our business operations are legitimate and we keep every partnership and collaboration open and transparent. All our principles are summarized in our Code of Ethics and every single member of our team is trained on the Code of Ethics on a regular base.

We conduct business with integrity and respect to human rights. We promote health & safety and fairness across the organization, we pay respect toward our partners and customers and we apply Anti-Bribery and Anti-Corruption practices. We make sure that our activities do not directly or indirectly violate human rights in any country. We are a role model in Diversity, Equity, Inclusion and Belonging.

Zentiva has decided that #WeHelpOthers. We make monetary donations with the aim to support people and activities in the area of health literacy and those in need. We encourage our employees to look to their communities to see what they can do to help people most in need. We support our employees in implementing their ideas together with their colleagues through volunteering to support communities. This is a central part of our commitment to be a good and responsible citizen. We help wherever it needed with the power of our people's ideas and actions. Where appropriate Zentiva provides matching funds and donations to complement our employees efforts without shifting the sense of ownership felt by our teams for the community actions they have undertaken.

Our company is member of the UN Global Compact and applies its regulations. We are contributing to the achievement of the 17 Sustainable Development goals. We identify ourselves as socially aware and responsible business.

We have embedded our purpose in our long-term business strategy and in our Superpower of being "Responsible".

The Zentiva Executive Team champion the SuperpowerZ in the Company such that all our teams and external partners are clear on our purpose and responsibilities.

Our activities are tracked on operating levels and consolidated at Group level on a quarterly basis and shared as part of our global web stream.

#### Our People:

- **Health and Safety:** We care for our people and focus on making Zentiva a great place to work. HSE is a priority for the Company and is led by a dedicated team of professionals working closely with all parts of our organization.
- **The People we serve:** The health and safety of the patients who take our medicines is our utmost priority. The safety and efficacy of our medicines is the responsibility of everyone in the Company while fully overseen by our Quality team and monitored by our Pharmacovigilance and Medical teams. Our commitments are summarized in our Global Quality Policy.

#### Our Partners

We work closely with many trusted partners. We carefully choose our partners and expect them to apply our high standards and ethical principles. This is valid across the whole Company value chain. Zentiva is committed to Responsible Sourcing. Where the activities fall outside Zentiva's direct control, our teams work together to ensure a fair, ethical and compliant supply. New suppliers can only be added if they pass an audit to confirm that they meet the standards expected. A rolling risk based assessment is conducted, results are reviewed on a regular basis by the Zentiva Compliance Committee. Reference: Responsible Sourcing Policy.

#### Our Planet

Our ambition is to contribute to targets that have been set in the Paris Agreement back in 2015. We focus on the 17 Sustainable Development Goals in everything we do. As a manufacturer of medicines we produce carbon emissions and we maximize our efforts to minimize the environmental impact we have. Our goal is to be carbon neutral in Scope 1 and Scope 2 by 2030. Our Sustainability Strategy and its actions are multi-faceted and focus on renewable energy, efficiency programs for energy, electricity, water and waste and the investment into Biodiversity by taking care of our Bees and planting trees.



Ines Windisch

Head of HR, Communications & Sustainability