ENVIRONMENT, HEALTH and SAFETY CHARTER

LEO Pharma undertakes to produce at the highest level safe and efficient pharmaceutical specialties for patients.

To prove our active approach as a socially responsible company, we are implementing and maintaining an integrated system of **health, safety at work and environment management**, in order to:

- Avoid any risk of accident, or any potential physical and moral health hazard to our employees/external contractors, by identifying, analyzing and assessing the impact of potential risks linked to our activities.
- Ensure a maximum protection for environment, control our discharges and waste efficiently, and avoid any environmental harm.
- Have an appropriate response to an emergency situation.

According to the LEO Code of Conduct and to Global EHS policies, **we undertake to**:

- **Meet regulatory requirements** applicable to us, as far as Environment, Health and Safety are concerned.
- Define **progress actions**, as part of an overall **continuous improvement performances** approach.
- Avoid pollution, occupational accidents and diseases, through risk assessment, incident analysis and implementation of adequate **corrective and preventive actions**.
- **Inform and train** each employee, so that he/she can be aware of his/her **individual role and responsibility** in terms of accident avoidance, health harm and damage to property and environment.
- **Reduce the number of accidents at work**, by working primarily on **behavior**, by aiming for a “zero accident” objective, by implementing **EHS confirmation process**, by relying on the “10 good attitudes.”
- **Improve working conditions and quality of life at work**, in order to reduce psycho-social risks with the implementation of a **charter relating to workplace wellness**.
- **Reduce our natural resource consumption** to make it possible for **coming generations** to meet their own needs.
- **Update our EHS charter periodically** to check that it is both well-adapted and properly implemented.

Vernouillet, le 7 mars 2017

**L’équipe de Direction**

François HOBART Emmanuelle NICOLAS Claire THEVENOT David SAUVAGET Marie BRASSIER Johann MEERSCHAUT

Stéphanie VILLATTE Pierre COUSIN Martine PITOU Christine FOLL MARQ Amélie LEVACHER

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ALL LEO TRADEMARKS MENTIONED BELONG TO THE LEO GROUP

LEO®