



— we help people achieve healthy skin

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.

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L'équipe de Direction

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ALL LEO TRADEMARKS MENTIONED
BELONG TO THE LEO GROUP

LEO®

