



13 July 2022

H.E. António Guterres

Secretary-General

United Nations

New York, NY 10017

USA

Dear Secretary-General,

Since 2020, Laboratorio Farmaceutico Erfo s.p.a. has been supporting the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption.

With this communication, we wish to confirm our intent to adhere to your principles and explain our commitment both in recent years and in the daily operations of our company.

As is the case for many companies, the COVID 19 pandemic has certainly impacted business, so we have been forced to alter some of our priorities. For this reason we having not submitted our Communication on Progress (COP) within the deadline of one year (by April 2021). Furthermore, last year our company embarked on the difficult path towards being listed on the Euronext Growth Milan, which we achieved on 29 June 2022.

However, we would like to communicate that our company's commitment to pursuing the objectives defined by the UN Global Compact has always been constant and unwavering. Furthermore, this year our company has published its first sustainability report on the theme of Environmental, Social and Governance criteria; you will find the complete report attached to this email.

Laboratorio Farmaceutico Erfo S.p.A.

Viale Geki – Loc. Pontegallo - 98049 Villafranca Tirrena (ME) - P.IVA 03247570835 - Capitale Sociale € 1.750.000 i.v.
www.erfo.it



Our company is particularly committed to promoting all of the practices that, according to the UN Global Compact's ten principles, should guarantee the best possible workplace, free from all kinds of waste and discrimination. It is very important to us that we be careful about some specific areas whose healthy management is basic for the best possible growth.

When it comes to the environment, we are focused on guaranteeing different kinds of sustainable production and consumption, as well as optimizing our resources. This policy is linked to a number of our company projects based on staff awareness and on more sustainable production processes.

We have substantially reduced plastic and paper waste with low environmental impact materials. We have also reduced CO2 emissions, obtaining natural and more sustainable products. Erfo's aim is to promote Circular Economy models and improve environmental and energy performance.

Erfo's social policy is based on its staff's welfare and wellbeing, both inside and outside the workplace. We have adopted inclusive policies to support work-life balance and flexible work hours, respecting all individuals' needs. Erfo promotes healthy workplace culture and our employees' growth. Our collaborations with universities, such as the University of Messina and Campus Bio-Medico University of Rome, are of a strategic nature in this context, thanks to the training processes offered by these institutions. Incentivising youth work is also important to us, as the contribution of young employees to research and development is often highly decisive. Our alliances with our partner organisations are also important to us, so it is mutually beneficial for everyone to maintain respectful work relationships in these contexts.

When it comes to human rights, we are proud to say that since our company's inception, we have always worked hard to respect all individuals both inside and outside the workplace. We are quite a young company and we appreciate that in such a globalized world, it is essential that companies like ours condemn all kinds of discrimination from the outset. We work every day to ensure a clear and equitable company structure, where everyone has equal opportunities to work and reach



their potential. Every employee should feel perfectly integrated and included in our systems and able to give their best every day. This, in turn, is essential in guaranteeing the quality of our products' and ultimately achieving our main goal: to support people's welfare and wellbeing.

Erfo also works tirelessly to guarantee the respect of ethical standards, which are at the core of all our projects. We know perfectly well that in order to grow we need to create a workplace free from any illegitimate conduct to maintain our reputation and ensure the integrity of our results. As such, we pay great importance to condemning and preventing corruptive behaviour. All these values are certified by a Legality Rating given by the *Autorità Garante della Concorrenza e del Mercato*. We endeavour to ever increase our credibility to our stakeholders and demonstrate our steadfastly ethical values.

As a key requirement of participation in the UN Global Compact, we guarantee that we will work hard every year to submit our annual COP to you.

Your sincerely,

Alessandro Cutè

Chief Executive Officer

Laboratorio Farmaceutico Erfo s.p.a.

