

2018

non-financial information statement

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Message from the Chairman and the CEO



Albert Esteve
Chairman



Staffan Schüberg
CEO

Yet another year, we are pleased to reaffirm our commitment to sustainability by reporting our economic, social and environmental results in a transparent manner, as well as expressing our support for the 10 Principles of the United Nations Global Compact.

This report shows our contribution to the 2030 Agenda and provides an overview of the progress made in matters that are significant for us and for our stakeholders, highlighting the most relevant results of 2018, among which we emphasise the project for supplier selection and evaluation, which includes labour, environmental, human rights, financial and anti-corruption requirements.

2018 has been a complex year in which all of the Group's businesses have been affected by a changing environment that has led to a significant erosion of our margins.

To deal with such a volatile environment, ESTEVE defined a new strategic plan in 2018. This plan is based on three fundamental pillars that will help us transform the company in order to stabilise it and ensure sustainable and profitable growth in the long term. These pillars are: to start evolving towards becoming a speciality pharmaceutical company with its own products (whether from our own R&D or as a result of acquisitions), to move from a business-based structure to a single functional corporate structure, and to ensure profitable growth that allows us to continue investing in innovation in order to fulfil our reason for being: to improve people's lives. As part of this planning exercise, we were forced, at the end of 2018, to take the most difficult decision that any company will face: that of carrying out a restructuring process (ERE, redundancy scheme).

At the end of 2018, Law 11/2018, of 28 December, on non-financial information reporting, came into force. In accordance with the provisions of this law, certain companies, including ESTEVE, must prepare a non-financial information statement that must be appended to the management report or as a separate report for the same year.

In this context and abiding by the international framework of the Global Reporting Initiative (GRI) in the latest version of "GRI Standards", we report our results as a separate report addressing matters required by law, which also allows us to honour our commitment to compliance with legal requirements and provide our stakeholders with information in a transparent manner.

The ESTEVE non-financial information statement contained in this report has been verified by PwC as an independent provider of verification services in accordance with the new law.

We hope you will find the contents of this report of interest.

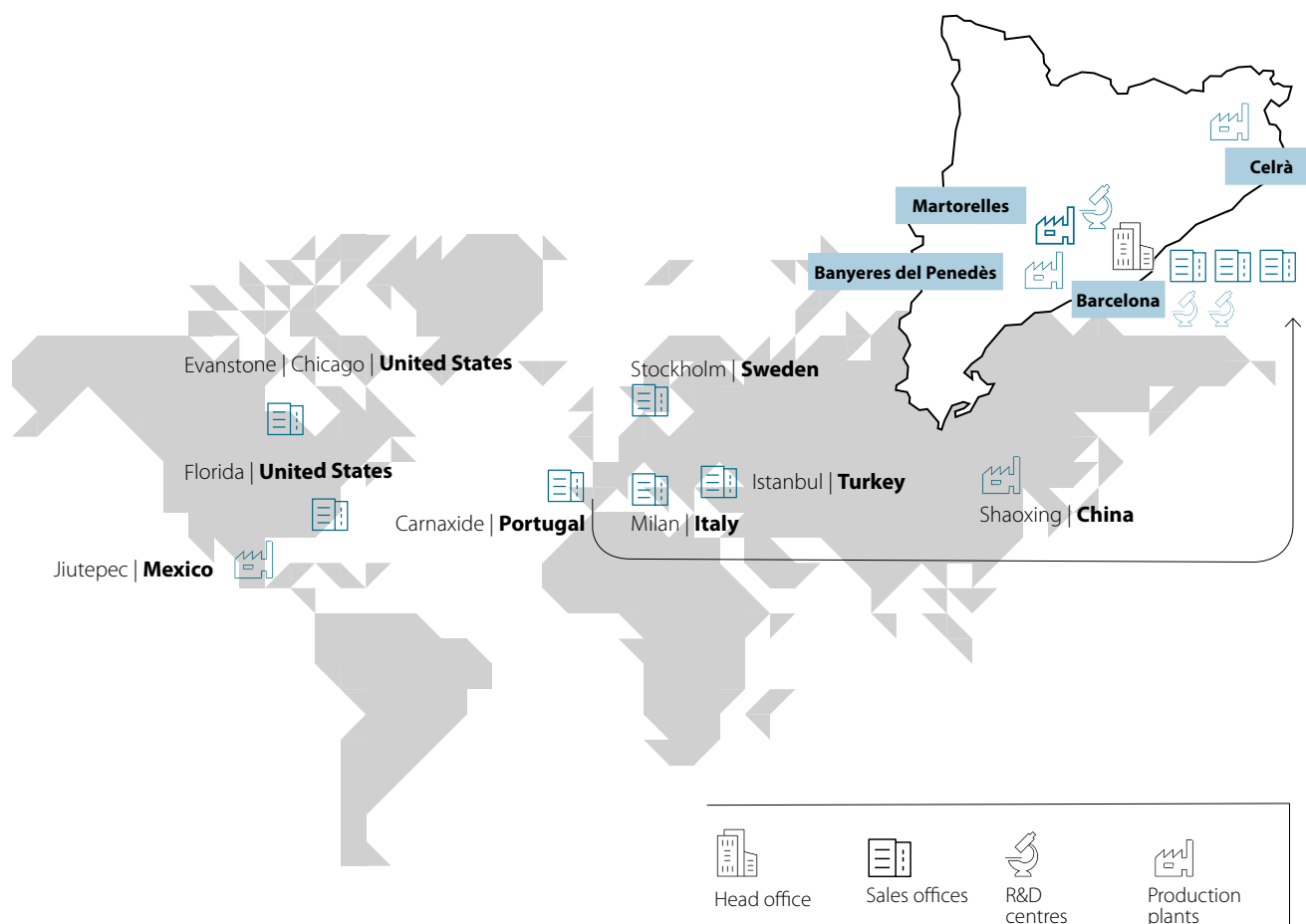
Company profile

Get to know ESTEVE

Innovating to improve people's lives has been our leitmotif since 1929 when Dr. Antoni Esteve i Subirana founded the first of the Group's companies in a small pharmacy in Manresa (Barcelona).

Over the years, thanks to the efforts of all the collaborators and the trust of customers and patients alike, ESTEVE has become a leading company in the area of health in Spain, with a clear international thrust, which opts for research and strategic alliances as levers of growth.

ESTEVE is a global pharmaceutical company whose headquarters are in Barcelona, which is present in the world's main markets through its own industrial facilities in Spain, Mexico and China, and sales subsidiaries in Portugal, Italy, Turkey and the United States. Our activity covers the entire life cycle of the drug, from the discovery and development of new drugs to manufacturing and marketing.



More information at www.esteve.com

Our activity covers the entire life cycle of the drug, from the discovery and development of new drugs to manufacturing and marketing. The value chain of the three activities that make up ESTEVE is shown below.

Addition of new products	Procurement	Manufacture	Distribution	Marketing & Sales
Pharmaceuticals				
Development of new chemical entities via: <ul style="list-style-type: none"> • In-house research programmes • Collaborative programmes 	Purchase of raw materials and packaging materials	<ul style="list-style-type: none"> • Manufacture of products at own pharmaceutical plant (Martorelles) • Manufacture of products at third-party pharmaceutical plants 	Distribution of finished products to: <ul style="list-style-type: none"> • Distributors • Hospitals • Pharmacies 	<ul style="list-style-type: none"> • Own sales network, visiting GPs and specialists in Spain • Through out-licensing agreements to distribute to other countries where ESTEVE has no sales network
In-licensing agreements: <ul style="list-style-type: none"> • Prescription drugs • Over-the-counter drugs • Healthcare products and technologies 	Purchase of finished products (vast majority) Purchase of raw materials and packaging materials	<ul style="list-style-type: none"> • Manufacture of products by third parties • Manufacture of products at own plant (Martorelles) 	Distribution of finished products to: <ul style="list-style-type: none"> • Distributors • Hospitals • Pharmacies 	<ul style="list-style-type: none"> • Own sales network, visiting GPs, specialists and pharmacies
Generics				
Development of own generic drugs (own pharmaceutical innovation laboratory or external laboratories)	Purchase of raw materials, packaging materials and/ or finished products	<ul style="list-style-type: none"> • Manufacture of products at own plant (Martorelles) • Manufacture of products by third parties 	<ul style="list-style-type: none"> • Distribution of finished products to pharmaceutical distributors and pharmacies (Pensa) 	<ul style="list-style-type: none"> • Own sales network, visiting pharmacies, doctors and/or distributors (Pensa) • Sale of finished product to other pharmaceutical firms (Pensadose)
In-licensing agreements: <ul style="list-style-type: none"> • For generic drugs developed by third parties 	Purchase of raw materials, packaging materials and/ or finished products	<ul style="list-style-type: none"> • Manufacture of products by third parties • Manufacture of products at own plant (Martorelles) 	<ul style="list-style-type: none"> • Distribution of finished products to pharmaceutical distributors and pharmacies 	<ul style="list-style-type: none"> • Own sales network, visiting pharmacies, doctors and/or distributors (Pensa)
Chemicals				
R&D of manufacturing processes for active pharmaceutical ingredients (APIs) <ul style="list-style-type: none"> • For innovative drugs (for ESTEVE's own or third parties) • For generic drugs (for ESTEVE's own or third parties) 	Purchase of raw materials and packaging materials to manufacture active ingredient	<ul style="list-style-type: none"> • Manufacture at own plants (Spain, China and Mexico) 		<ul style="list-style-type: none"> • Sale to other pharmaceutical firms worldwide • Sale to ESTEVE's Pharmaceuticals business

Good practices and management systems

ESTEVE operates in accordance with good practices and management systems, obtaining and renewing certificates at its various facilities.

Good practices certification	GMP	GLP	GDP	FDA	PMDA	KFDA	SFDA
Certified practices	Good Manufacturing Practices	Good Laboratory Practices	Good Distribution Practices	Food & Drug Administration	Pharmaceuticals & Medical Devices Agency	Korea Food & Drug Administration	Saudi Food and Drug Authority
Regulatory bodies	Catalan Government and Spanish Agency for Medicines and Healthcare Products		Catalan Government	US health regulatory agency	Japanese health regulatory agency	South Korean health regulatory agency	Saudi Arabian health regulatory agency
Martorelles, Spain	2015		2016	2017			2013
Celrà, Spain	2018			2019	2007	2015	
Banyeres del Penedès, Spain	2018			2017		2011	
Shaoxing, China	2011			2019	2018	2017	
Jiutepec, Mexico	2010			2017	2013		
Parc Científic Barcelona + Scientific Area Archive + Scientific Area Quality Assurance, Spain		2017					
Chemical R&D Centre, Barcelona, Spain	2018			2015			

Management systems certification	ISO 14001: 2015	OHSAS 18001: 2007	Good practices in promoting workplace health
	Environment	Occupational health and safety	Healthy Company
Martorelles, Spain	2018	2018	2018
Celrà, Spain	2018	2018	2018
Banyeres del Penedès, Spain	2018	2018	2018
Shaoxing, China	2018	2018	
Jiutepec, Mexico	2018	2016	
Parc Científic Barcelona, Spain	2019 goal	2018	2018
Chemical R&D Centre, Barcelona, Spain	2018	2018	2018

Business strategy and structure

The competitive environment in which ESTEVE carries on its different businesses (Pharmaceuticals, Chemicals and Generics) has considerably changed over the past few years, directly impacting on the capacity for sustainable growth of each of them.

In 2018, ESTEVE started a transformation process guided by the new road map approved at the end of the year. Our goal: to become a leading company in the field of speciality drugs, focusing on the area of neurosciences and a global presence, particularly in Europe and the United States.

The first steps along this path have been taken with a new organisational structure, moving from an organisation based on independent businesses to a functional organisation. Although the figures reported in this 2018 report are structured based on our previous organisation, in future reports, details will be given based on the new organisational structure.

As part of this new approach, the company will continue to focus on the area of neurosciences—where it boasts extensive experience and know-how (particularly in pain and gene therapy, with several projects in the clinical development phase)—for the Pharmaceuticals and Chemicals businesses and, at present, it is looking for the best strategic fit for the Generics division. With regard to this activity: our Generics business is solid and profitable, but it does not have the optimal economies of scale to continue growing, so we are considering different options that will make it possible to continue to create value and ensure its future sustainability, including the sale of all or part of it.

Governance model

Over the past few years, ESTEVE has undergone an important evolution in terms of corporate governance, with the addition of independent outside directors and the creation of specific committees to support the Board's management.

The goal is to ensure independent management and deliver sustainability to the company's future evolution. This model has been inspired by the best corporate governance practices of listed companies, with good practices aimed at increasing the levels of transparency towards stakeholders.

Shareholders' General Meeting

Presided over by Joan Esteve, this is made up of all those with shares in ESTEVE and holds the power among the owners.

Board of Directors

- Albert Esteve, Chairman of the Board of Directors
- Jesús Caínzos, Independent Director, Coordinator and Chairman of the Corporate Strategy Committee
- Alessandro Banchi, Independent Director and Chairman of the NME Committee (R&D)
- Julio Rodríguez, Independent Director and Chairman of the Appointments and Remuneration Committee
- Jacques Tapiero, Independent Director and Chairman of the Audit Committee
- Staffan Schüberg, Independent Managing Director and Chief Executive Officer
- Joan Esteve, Director
- Antoni Esteve, Director
- Sílvia Gil-Vernet, Director
- Jordi Esteve, Director
- Santiago Descarrega, Director
- Joaquín Monleón, Director
- Secretary: Jordi Faus and Vice-Secretary: Daniel Girona

Executive Management

- Staffan Schüberg, Managing Director and Chief Executive Officer. Appointed by the Board of Directors. Implements the strategy agreed by the Board, managing the executive structure and the day-to-day business.
- Michael Hanley, VP & Chief Commercial Officer, US
- Pere Mañé, Chief Industrial Operations Officer
- Jordi Muntañola, Chief Commercial Officer, Europe
- Lluís Muñoz, Chief Human Resources Officer
- David Peix, Acting General Manager, Generics
- Carlos Plata, Chief Scientific & Medical Officer
- José Luis Urbieta, Chief Financial Officer
- Ma Àngels Valls, Chief Communications & Public Affairs Officer

Board Committees

These provide support to the Board and are formed by members of the Board and chaired by external directors.

- Audit Committee
- Appointments and Remuneration Committee
- Corporate Development and Strategy Committee
- New Molecular Entities Committee (R&D strategy)

The Sustainability Department is integrated within the Industrial and Operations Area. Relevant sustainability matters are dealt with by the Executive Management, the Audit Committee and the Board of Directors through the Chief Industrial Operations Officer and the Sustainability Director.






Our approach to sustainability

We face a changing environment that calls for a new way of doing business; a new way of doing business through the inclusion of sustainability in our business strategy, which is present in all our operations.

At ESTEVE, we create shared value with our stakeholders, through responsible management, integrating our vision and mission into a strategic plan within the framework of our values and principles to respond to patients' needs with our products and services.

We fulfil our commitments with ethical, social and environmental matters to contribute to the sustainability of the company.

In this context, our sustainability strategy contributes to the 2030 Agenda by achieving the SDGs, primarily those mentioned below. The sustainability strategy is based on four pillars:

Responsible business	Commitment to the dialogue of trust with our stakeholders and the establishment of policies that allow an ethical and responsible business to fulfil our mission.	 
Health and well-being	Commitment to health, researching, developing and marketing products and services that improve the health and well-being of patients and society.	  
Employment and career development	Commitment to our employees and the communities in which we operate, focused on creating quality jobs, in a safe, healthy, diverse, inclusive and supportive environment, developing and retaining internal talent and encouraging innovation in the ways of working.	  
Environment	Commitment to the environment taking into consideration the risks and environmental impacts and using the best practices and technologies available to carry out our activities.	 

Stakeholder dialogue and materiality

ESTEVE has analysed which actors in society have the greatest relevance and impact for our business. Every year, we identify, prioritise, discuss, respond and include the results of the dialogue with these stakeholders. The results of this process are documented and taken into account to manage key aspects of our strategy and to prepare this report.

Materiality provides us with a clear analysis of relevant and emerging matters, ensuring that stakeholder needs are taken into account. In 2018, we organised round-table discussions with different stakeholders at our headquarters to identify relevant issues and include them in our management and report on the performance achieved in a transparent manner.

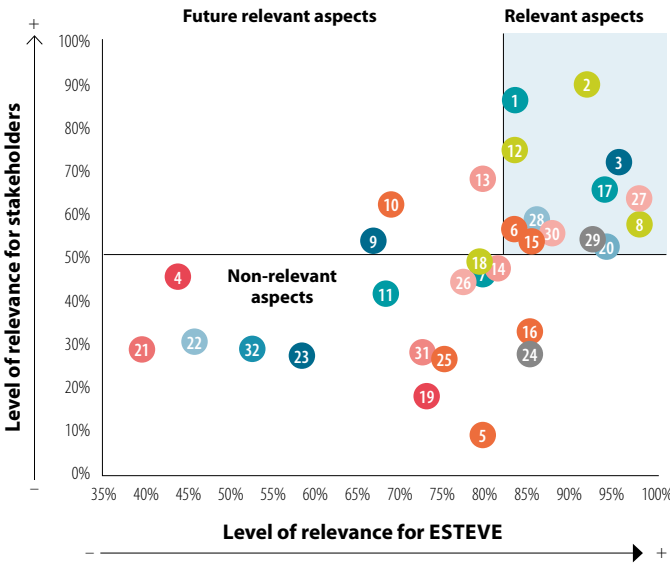


Materiality

ESTEVE identifies fundamental sustainability matters that may affect the company’s financial condition or operational performance through an internal and external relevance analysis.

2018 materiality analysis results

Selection of material aspects



Relevant aspects	Pages
2 Ensuring compliance with codes, legislation and/or regulations in all countries in which we operate (Ext. ↓)	11-12
1 Reporting to stakeholders (triple bottom line) and transparency (visibility, accessibility, up-to-date information, etc.)(Ext. ↑)	8-9
12 Product quality and safety (Ext. ↓↓)	15-16
3 Promoting and providing training on the Code of Ethics and other codes of good practice in the sector (Ext. ↓↓)	12
17 Employee safety and well-being (Ext. ↑)	23-24
27 Energy management and climate change (Ext. =)	27
8 Respecting and protecting human rights (Ext. =)	12-13
28 Emissions from production processes (Ext. ↓)	28
6 Stakeholder dialogue (Ext. =)	8
30 Waste management (Ext. =)	28-29
15 Patient focus (co-responsibility, healthy habits, etc.) (Ext. =)	17
29 Water management: optimisation of consumption and effluents (Ext. =)	26
20 Attracting, developing and retaining talent (Ext. ↑) NEW!	22
Future relevant aspects	
13 Market access to medicines (pricing policy, ownership) (Ext. ↑)	18
10 Product research on unmet needs, rare diseases (Ext. =)	15
9 Innovation with social and environmental impact through alliances (Ext. ↓)	27

The impact of relevant aspects by stakeholder is:

Material aspects identified	Impact of the aspect by stakeholder					
	Shareholders	Collaborators	Customers	Suppliers	Governments	Society
Ensuring compliance with codes, legislation and/or regulations in all countries in which we operate	●	●	●	●	●	●
Reporting to stakeholders (triple bottom line) and transparency (visibility, accessibility, up-to-date information, etc.)	●	●	●	●	●	●
Product quality and safety	●	●	●	●	●	●
Promoting and providing training on the Code of Ethics and other codes of good practice in the sector	●	●	●	●	●	●
Employee safety and well-being	●	●			●	●
Energy management and climate change	●	●	●	●	●	●
Respecting and protecting human rights	●	●	●	●	●	●
Emissions from production processes	●				●	●
Stakeholder dialogue	●	●	●	●	●	●
Waste management	●		●	●	●	●
Patient focus (co-responsibility, healthy habits, etc.)	●	●	●		●	●
Water management: optimisation of consumption and effluents	●				●	●
Attracting, developing and retaining talent	●	●				

Evolution of key indicators

Economic (figures in millions of euros)	2016⁽¹⁾	2017	2018⁽²⁾
Net sales ⁽²⁾	813	803	758
% of international sales	67	73	73
R&D expenditure and investments	74.7	81.4	56
Expenditure in industrial assets	26.2	42.2	40.2
Environmental expenditure and investments	10.9	11.2	11.4
Material costs ⁽³⁾	387	398	384
Wages ⁽⁴⁾	170	195	196
Taxes ⁽⁵⁾	22	10	-3
Subsidies received ⁽⁶⁾	—	—	1.96

Responsible business	2016	2017	2018
Number of outside directors	4	5	5
% of implementation of ESTEVE's Code of Ethics in the countries	25%	100%	100%
Number of notifications of possible non-compliance instances of the Code of Ethics	8	6	9
% of the value of purchases from local suppliers (Pharma raw materials)	63.1%	64%	55.8%
% of the value of purchases from local suppliers (Chemical raw materials)	47.9%	44%	11.1%

Health and well-being	2016	2017	2018
R&D projects related to minority diseases	3	3	3
R&D projects related to the treatment of pain	2	2	2
Number of beneficiaries of social action	10,116	8,937	5,874
Number of countries that receive donations of medicines	23	10	12
Number of children vaccinated	1,160	1,500	1,693
Participants in the physical exercise programme	191	219	248

Employment and career development	2016	2017	2018
Number of employees	2,474	2,637	2,371
Number of injuries with sick leave	32	27	27
Number of cases of work-related ill health	0	1	0
% of absenteeism in Spain	2.2%	2.8%	2.3%
% of turnover	5.9%	7.2%	16.6%
Training hours per employee	17.2	22.1	24.3
% of women in management positions	30%	30%	26%
% of employees under 30	10%	11%	10%
Number of participants in corporate volunteer programmes	232	236	232

Environment	2016	2017	2018
Water consumption (m ³)	447,020	468,381	500,356
% of water reuse	8%	7%	6%
Total CO ₂ emissions (tonnes)	71,687	68,626	68,033
CO ₂ emissions intensity compared to the previous year	41	37	41
% of green energy (Spain)	100%	100%	100%
Non-hazardous waste (tonnes)	1,510	1,783	1,666
Hazardous waste (tonnes)	28,733	26,344	26,074
% of waste allocated for reuse	48%	45%	47%

(1) Since 2016, the consolidated financial statements have been prepared in accordance with the International Financial Reporting Standards adopted for use in the European Union (IFRS-EU) and approved by the Regulations of the European Commission and which were in effect as of 31 December 2016, the main impact being the change in the consolidation method of the joint businesses to 50%; therefore, as of 2016, 50% of ISDIN and ETH are excluded from the data.

(2) Net sales are considered to be the Group's turnover.

(3) Material costs include the Group's raw materials and goods.

(4) The Group's total expenditure on staff.

(5) The Group's total taxes (Corporation Tax and other taxes). Does not include VAT as this is not expenditure.

(6) We only report 2018.

Responsible business

Our commitment is to maintain a transparent dialogue that builds trust with our stakeholders. We follow the recommendations set forth in the *Code of Good Governance of Listed Companies* and include sustainability as an essential part of our long-term vision. We act in an ethical, responsible and transparent manner, extending this way of working to our entire value chain.

2018 Goals

Training on the new General Procedure for the prevention of bribery, corruption and conflicts of interest.	100%
Systematised annual training on the Code of Ethics and its implementation.	100%
1st wave of supplier evaluation with sustainability criteria: raw materials, packaging materials and indirect purchases.	100%

2019-2021 Goals

Implement the due diligence procedure to ensure compliance with the Human Rights Policy.
Establish and implement the Global Purchasing Policy that includes sustainability criteria in supplier selection and evaluation.
Establish and implement the Anti-Money Laundering Policy.

Ethics, human rights and compliance

ESTEVE's ethical management and compliance model is based on fulfilling our commitments and abiding by the principles of the Code of Ethics, through policies and the development of due diligence procedures to ensure compliance by its collaborators and, in turn, by third parties.

Areas of ethical management and compliance:

- The **Code of Ethics**, of mandatory compliance, establishes the essential principles, commitments and conduct in relations with stakeholders.
- The **self-regulatory codes in the industry**, the commitment by ESTEVE to carry on its businesses in accordance with the ethical criteria of professionalism and responsibility. ESTEVE adheres to and is committed to compliance with the self-regulatory codes in the sectors in which it operates.
- The **crime detection and prevention model**, with the establishment of organisation and management systems that include surveillance and control measures to prevent offences. Spain and Italy already have the model implemented and the particular characteristics of other jurisdictions are being analysed.
- **Third parties related to ESTEVE**. With the establishment of different processes to ensure that third parties are aware of and comply not only with applicable legislation but also with the regulations, codes of conduct and standards determined by the ESTEVE Group in each case.

The **Compliance Committee** is responsible for promoting the dissemination and understanding of, as well as compliance with the Code of Ethics, and for managing and coordinating the crime prevention and detection model in Spain, in addition to ensuring compliance with applicable sector codes and any other aspects it deems critical. It is the supervisory and coordinating body of the ESTEVE Group's Compliance Programme. It is presided over by the Chief Financial Officer and made up of the Compliance Officer, Administration and Finance, Legal, Quality, Human Resources and Sustainability.

In 2018, the Human Rights Policy and the General Procedure for interaction with health professionals, health organisations and patient associations were approved and their implementation will begin in 2019. The dissemination of and training on the general procedure for the prevention of bribery, corruption and conflicts of interest at ESTEVE have continued at a global level. Internal collaborators have also been provided with training on bribery, corruption and conflicts of interest, applicable codes of conduct, approval of promotional materials and institutional advertising, donations and the crime prevention model.

The Board of Directors is informed by the Audit Committee, which collects information from the Compliance Officer.

Notifications and compliance

ESTEVE provides its employees with different ways to channel any questions about the Code of Ethics and the policies implemented, as well as send notifications or report instances of non-compliance detected. These can be reported through the following channels:

- By e-mail (codigoetico@esteve.com) or (codeofethics@esteve.com)
- By regular mail (addressed to the Internal Audit Management, ESTEVE, Passeig de la Zona Franca, 109, 4ª planta, 08038 Barcelona, Spain).
- By notifying their immediate superior of it.
- By notifying the Human Resources Department of it.

Notifications of offences sent to the immediate superior or Human Resources will be forwarded to the Internal Audit Director.

NOTIFICATIONS THROUGH THE ETHICS CHANNEL	2016	2017	2018
Protection of assets	1	0	0
Equality, diversity and non-discrimination	5	2	3
Prevention of bribery and corruption	1	0	0
Compliance with the law	1	4	4
Conflict of interest	0	0	2
Total notifications	8	6	9

For the years reported, the channel did not receive any query.

In 2018, two notifications were substantiated and the appropriate disciplinary measures were taken; four were considered to be groundless and three are currently being investigated. All were analysed and treated confidentially. In addition, in 2018, one notification from 2017 was closed as groundless and one is still pending.

All employees annually renew their commitment to apply the Code of Ethics and the policies implemented.

In 2018, there were no significant complaints, fines or penalties⁽⁷⁾ in terms of incidents regarding any non-compliance with voluntary, sector, human rights or legal codes, including, among others, economic, labour, social and environmental aspects.

Risk management

ESTEVE carries out proactive risk management which helps to identify, measure and manage risk to ensure our business goals are achieved and people, assets and the environment are protected, thereby increasing the Group's long-term sustainability.

Depending on the level of risk that the organisation is willing to take, controls have been planned and implemented to mitigate any risk that exceeds this acceptable level. We periodically review our risks according to four areas of interest: strategic, operational, financial and accidental, as well as considering the annual materiality analysis of the three dimensions that comprise sustainability (economic, social and environmental) and the establishment of mitigation plans.

ESTEVE risk radar	Identification of material topics			Ongoing actions
	2016	2017	2018	
Strategic	<ul style="list-style-type: none"> • Having good Corporate Governance practices 	<ul style="list-style-type: none"> • Energy management and climate change • Patient focus 	<ul style="list-style-type: none"> • Energy management and climate change • Patient focus 	<ul style="list-style-type: none"> • We follow corporate governance practices of listed companies • GHG performance and emissions reporting • Creating the climate change policy • We focus on providing innovative health solutions • We research on areas of diseases that are not covered • Review of strategic plans

(7) Notifications with a final decision or agreement and with an amount equal to or greater than 50,000 euros paid in the reporting year are considered to be significant.

ESTEVE risk radar

Identification of material topics

	2016	2017	2018	Ongoing actions
Operational	<ul style="list-style-type: none"> • Ensuring regulatory compliance • Optimising the consumption of resources • Promoting the Code of Ethics and responding through the channel • Providing training and development to employees • Employee safety and well-being • Protecting human rights • Minimising the environmental impact from the start of the design of products and services • Product quality and safety 	<ul style="list-style-type: none"> • Ensuring regulatory compliance • Waste management • Water management • Promoting and providing training on the Code of Ethics • Stakeholder dialogue • Employee safety and well-being • Stakeholder reporting and transparency • Protecting human rights • Product safety and quality 	<ul style="list-style-type: none"> • Ensuring regulatory compliance • Stakeholder dialogue and reporting and transparency • Employee safety and well-being • Protecting human rights • Waste management • Water management • Attracting, developing and retaining talent • Product quality and safety • Emissions from product processes 	<ul style="list-style-type: none"> • Good practices and audited management systems • We organise round-table discussions to exchange good practices and knowledge with our stakeholders • We annually report our results in the non-financial information statement • We promote good practices and healthy lifestyle habits • We are certified as a healthy company • We have a Human Rights Policy and due diligence procedures in place • Performance management
Financial	<ul style="list-style-type: none"> • Ensuring the economic performance and solvency of the company 			<ul style="list-style-type: none"> • Reporting the audited annual report

Within the framework of the management systems implemented, the evolution and trends of risks arising from social, environmental, human rights or cybersecurity matters, as well as matters for society as a whole are reviewed on an annual basis. Material matters that have not been legislated such as climate change are assessed and managed according to international frameworks.

The impact of new technologies is one of the main risks of today's society. ESTEVE, within the framework of ISO/IEC 27001:2013 Information Security Management Systems, has as its pillars regulatory compliance, employee training and awareness-raising, risk management and incident management.

With regard to environmental risks, ESTEVE has a €5 million financial guarantee for all production centres.

In the area of business continuity, in 2018, the business continuity plans for the chemical plants in Spain (Celrà and Banyeres del Penedès) were completed and the process began at the plants in Mexico and in China.

In 2018, a preliminary analysis workshop on information security risks was also held. In addition, implementation of the Pharmaceutical Risk Policy for the product portfolio approved in 2017 was completed, and an internal audit was conducted to review the process and how it works.

The Internal Audit, in accordance with an annual plan approved by the Audit Committee, evaluates the effectiveness and efficiency of the controls established for the mitigation of risks. The findings from the audits are reported to the management of the areas in question, the CEO and the Audit Committee.

In 2018, the Group's Risk Map was updated by the Executive Management, with the main risks being periodically monitored during its regular meetings.

Although there is currently no Anti-Money Laundering Policy in place, by working in compliance with good practices and self-regulatory codes in the sector, the risk is low. Nevertheless, over the next few years, we will work on developing this policy.

Sustainable procurement

In 2018, ESTEVE worked on the Global Purchasing Policy to include the criteria and good practices applicable to human rights, labour, the environment, finance and anti-corruption in the supplier selection and evaluation process.

In response to ESTEVE's CSR Policy and Code of Ethics, the Global Purchasing Policy also aims to raise awareness of Social Responsibility among ESTEVE's staff and other stakeholders involved in the Group's procurement process.

ESTEVE favours, whenever possible, the hiring of local suppliers⁽⁸⁾ creating shared value with nearby communities. In Spain, it also promotes hiring staff from special employment centres, with more than 70% of workers with disabilities. ESTEVE currently collaborates with six special employment centres.

Geographical distribution of **raw materials suppliers** with the percentages of the economic value of the purchases for the Martorelles pharmaceutical plant (Spain), as well as the chemical plants in Celrà and Banyeres del Penedès (Spain), Jiutepec (Mexico) and Shaoxing (China).

Chemical Purchases in Spain^(*)	Chemical Purchases in China	Chemical Purchases in Mexico	Pharmaceutical plant in Spain				
China	40.7%	China	71.9%	China	45.3%	Spain	55.8%
EU (Except Spain)	28.0%	Europe	25.6%	Mexico	29.3%	Europe	24.7%
Mexico	16.3%	India	1.6%	India	12.1%	China	18.0%
Spain	11.1%	Japan	0.8%	US	8.2%	India	1.4%
US	1.7%	Spain	0.1%	Europe	4.2%	Japan	0.05%
India	0.9%	Chemical plant in China. Total of 145 raw material suppliers. 86.6% of the value of purchases is local.		Spain	0.9%	Pharmaceutical plant in Spain. Total of 63 raw material suppliers. 55.8% of the value of purchases is local.	
Japan	0.7%			Chemical plant in Mexico. Total of 31 raw material suppliers. 28.6% of the value of purchases is local.			
Other countries	0.6%						
Chemical plants in Spain ⁽⁹⁾ . Total of 114 raw material suppliers. 11.1% of the value of purchases is local.							

(*) Chemical manufacturing processes are mostly initiated at the plants in China and Mexico and completed in Spain.

With regard to the **suppliers of packaging materials**, in the case of the pharmaceutical plant, 74.1% is local, 23.8% is from the rest of Europe and 2.1% is sourced from the United States. Whereas at all other chemical plants these are all sourced locally.

ESTEVE periodically **audits** its raw materials suppliers in accordance with the risk analysis of the annual audit plan. The audits of the Chemicals business include a section on the principles of the Global Compact (labour, environmental, and anti-corruption standards). Their compliance has been favourably verified. At the pharmaceuticals plant, given that 90.3% of the suppliers are from the European Union, the risk associated with human rights is considered to be almost non-existent.

In 2018, a pilot test was carried out with the ECOVADIS platform to validate it as a tool at ESTEVE for supplier evaluation from a sustainability perspective. We invited 35 suppliers, and of the 46% evaluated, none has critical non-compliances.

We expect to have the Global Purchasing Policy available during the first half of 2019.

Earnings and taxes

ESTEVE fulfils its commitments regarding the payment of taxes and transparency. Good corporate governance practices establish policies, principles and values that govern the company's ethical behaviour and affect everyone in the Group. Compliance with the provisions of the tax strategy is supervised by ESTEVE's governing bodies and reported in the annual accounts.

Earnings by country^(*)	EBT	Taxes paid
Spain	(13,339,877.87)	(13,819,749.25)
Italy	1,655,237.78	26,677.00
US	(22,176,988.22)	909,375.96
Portugal	1,199,596.08	207,133.96
Mexico	2,164,932.85	746,969.51
China	19,015,476.07	2,832,155.75
Rest of Europe	1,173,013.45	104,245
Total	(10,308,609.86)	(8,993,192.07)

Rest of Europe includes: Turkey, Germany, Sweden, Ireland and Switzerland.

(*) Earnings before taxes.

(8) Local suppliers are those whose tax code belong to the same country where ESTEVE manages its purchases.

(9) Purchase volume calculated based on the origin of manufacture of the raw materials.

Health and well-being

Innovating to improve people's lives is our reason for being. This commitment is embodied by research, development and innovation of products and services to improve health and the quality of life of patients and society as a whole. In addition, the promotion of self-care and healthy habits are among ESTEVE's main priorities, thus contributing to the sustainability of health systems.

2018 Goals

Continue research on minority diseases: Sanfilippo A, Sanfilippo B and Hunter's syndrome.	100%
Finish Phase III development in the US of the co-crystal E-58425.	100%
Start the clinical development programme for the MuMo1 pain project.	100%
Publication of results from the VACS project in the Community of Madrid.	100%

2019-2021 Goals

Reinforce the market launch of the co-crystal in the US and the European Union with partners.

Make progress in the collaboration platform that promotes the literacy of the population through a European model (HL-EU) to design strategic measures that promote people's co-responsibility in the care and self-management of their disease.

Continue to make progress in research on rare diseases (Sanfilippo A).

Patient safety

Patient safety is the fundamental cornerstone of our business. Each stage in the production cycle of a drug is subject to very strict regulations. ESTEVE has quality management and pharmacovigilance systems, and we ensure that our products and services are of the highest quality.

We have a customer management and service system focused on the resolution of queries and complaints.

Product quality and information

All ESTEVE research centres and manufacturing plants have Quality Management Systems (QMS) based on drug quality assurance and safety standards in all processes, from research (GLP and GCP) to the manufacture (GMP and Law 29/2006, of 26 July, on Guarantees and the Rational Use of Drugs) and distribution of drugs for human use (GDP and 2013/C 343/01).

The internal and external audits we conduct enable us to maintain control to ensure compliance. Customers and the authorities periodically inspect the production plants to confirm that the standards are met and that they provide the necessary guarantees.

Patients, in accordance with the regulations, may find information regarding the product on the labels, leaflets and packaging.

Safety during clinical trials

The protection of patients participating in clinical trials sponsored by ESTEVE is a priority for all research/clinical trial programmes (pre- or post-authorisation), which are developed according to strict guidelines for good clinical practice or GCP and adhere to the principles established in the Declaration of Helsinki. This commitment is expressed in ESTEVE's Human Rights Policy.

The well-being, personal integrity and safety of participants are ESTEVE's maximum priority. It respects the right to privacy of the participants through the signing of an informed consent form, authorised by the Ethics Committee and the corresponding regulatory body, which details all the aspects of the clinical trial, including any potential risks. In each clinical trial, specific procedures are also established to ensure compliance with regard to the timely communication of potential adverse events.

Pharmacovigilance

ESTEVE's pharmacovigilance system complies with international standards and European guidelines of good pharmacovigilance practices (GVP), thus promoting the safe use of drugs and providing all safety information promptly to health professionals, patients and health authorities.

The system covers the monitoring and management of the records of products sold by ESTEVE's different businesses.

In terms of the detection of safety signals for all adverse reactions to drugs sold by ESTEVE, the benefit-risk ratio of all has been shown to be satisfactory.

Complaints and Customer Service

At ESTEVE, we have a customer management and service system to expedite the reception and resolution of complaints and other queries regarding ESTEVE products. The goal of this service is to respond to any questions, complaints or claims from our customers with transparency and clarity.

No. of complaints regarding drugs

2016	2017	2018
384	228	197

The complaints received by the Quality Department regarding drugs have all been dealt with.

No. of queries received by Customer Service

2016	2017	2018
1,900	1,886	1,691

The complaints received through the website have been addressed and closed, except for 3.4% in 2018, which are still ongoing.

Patients and commitment to society

ESTEVE is committed to improving the quality of life of people with regard to the prevention of chronic pathologies, stimulating and encouraging participation among the different actors and levels of the system and promoting innovation through different patient-oriented programmes or tools and the contribution towards the sustainability of the health system.

Patient co-responsibility and self-care

Name	Project description	Highlights of 2018
ALFAHEALTH	Collaboration platform that promotes the literacy of the population through a European questionnaire (HL-EU) to design strategic measures that promote people's co-responsibility in the care and self-management of their disease www.alfahealth.es	Realization of the study in the Community of Madrid with the participation of the Sub-Ministry for the Humanisation of Healthcare.
Medafar	Telematics platform for two-way communication between pharmacists and doctors on patient medication.	Development and launch of, as well as training on the Medafar platform for community doctors and pharmacists at the Torrevieja, San Luis and Calpe health centres. Results of the pilot project: 2,100 referrals between health professionals.
Clinical management tool for type 2 diabetes mellitus	Management tool with key indicators to optimise the clinical management of patients with type 2 diabetes mellitus at primary care centres.	Realization of a pilot test at five primary care centres in five autonomous communities to define and agree on key indicators for decision-making in the multidisciplinary management of patients with type 2 diabetes.
Hospital Pharmacy Excellence	Skill development programme aimed at hospital pharmacy specialists to optimise the coordination and relationship with healthcare teams and provide pharmaceutical care based on humanisation and excellence in patient care.	Implementation of the first programme at a national level: June 2018. Attendance by 25 hospital pharmacy specialists.
Conference: Chronic Pain Management	Debate on chronic pain: efficient management of resources, patient satisfaction and improved health.	First conference attended by the main decision-makers at the management level in the autonomous communities.
Study of patients: learning about and providing education on pain in chronic disease	Collaboration with the Spanish Pain Society and the Patients' Platform, which aims to analyse the current situation of diagnosis and social-health care of pain in chronic disease, delve into treatment options for chronic pain management and learn the impact of chronic pain on the quality of life of patients who suffer from it, as well as know what information is available to patients on how to manage chronic pain.	Presentation of results and publication of the report: <i>Pain in chronic disease</i> .
1st Conference on CSR: a commitment for all. Hospital Clínico San Carlos- Madrid	Promote CSR and the implementation—through alliances—of initiatives focused on the humanisation of health facilities for better patient care, responding together to the Sustainable Development Goals (SDG3 and SDG17) of the 2030 Agenda.	Presentation of ESTEVE as an agent involved in the development of social responsibility policies that contribute towards the humanisation of and closeness to patients.

More information at www.estevefarma.es/paciente-cuidador

Access to health and active health

To improve access to health and promote the active health of workers and society, we cooperate in alliance with different stakeholders. We collaborate with health, patient and civil organisations, we promote access to medicines, we encourage healthy lifestyles and we help people at risk of social exclusion with labour market insertion, among others. ESTEVE is subject to self-regulatory codes that regulate value transfers to health organisations and professionals.

	2016	2017	2018
Total euros donated	1,010,875	1,585,318	1,138,100
Euros donated to patient associations	42,521	33,300	20,600
Euros donated to health organisations ^(*)	556,304	1,204,750	655,950
Euros donated to civil society organisations	412,050	347,268	462,550
Beneficiaries of social action	10,116	8,937	5,874

(*) Includes the Dr. Antoni Esteve Foundation.

The Donations Procedure approved in 2018 allows us to make the process more robust, by formalising the selection, approval and control paths of the different donations made, enabling us to be more transparent throughout the process.

Outstanding projects

Our projects are chosen based on the principles of need, proximity and value creation. We collaborate with different organisations with proven experience and reputation in the following areas:

- Access to health and promotion of healthy habits
- Labour market insertion and social entrepreneurship
- Protection of the environment

We highlight in 2018:

Children vaccinated. Gavi childhood immunisation programme

2016	2017	2018	Since 2008
1,160	1,500	1,693	10,387

Beneficiaries of the humanitarian aid and emergency relief fund – Farmamundi

2016	2017	2018	Since 2010
2,503	2,646	2,557	29,947

“Latidos que suman”: no. of defibrillators installed in Spain

2016	20
2017/2018	30

We also want to highlight a course of action begun in 2017—“Health and nature”—in collaboration with Sèlvans, in the environmental area. Its goal is the conservation of the most unique and mature forests with high ecological value, as well as the valorization of the enormous ecosystem services they offer us, also in relation to people’s health and well-being.

In 2018, ESTEVE collaborated with Sèlvans in setting up a pilot network of seven forests with a therapeutic function in the province of Girona, as a new health and well-being service for society—the first of its kind in Europe, which draws inspiration from the successful experiences accumulated in Japan and South Korea. The ultimate goal will be to progressively integrate these forest therapies into the health system, as well as social well-being and family services.

More information on our website www.esteve.com

Staff-related matters

ESTEVE's commitment to its employees and the communities where it operates and focuses on creating quality jobs in a safe, healthy, diverse, inclusive and supportive environment, developing internal talent and innovation in the ways of working required for the work of the future.

2018 Goals

Implementation of the cultural transformation project associated with corporate headquarters relocation.	100%
Launch of the new assessment model of the potential for non-executive positions.	100%
Implement new actions to promote health in the areas of healthy eating and physical exercise.	100%

2019-2021 Goals

Define and implement the Global Policy on equality, diversity and non-discrimination.
Provide training on the harassment protocol.
Analyse actions to improve work-life balance.

Employment

We support the creation of quality jobs through permanent contracts and paying particular attention to employment relationships. We promote a wholesome, safe and healthy working environment through the implementation of Management Systems that follow the OHSAS 18001 international standards. The promotion of equality and diversity is part of the Code of Ethics and is taken into account in Human Resources management processes. Equal opportunities and respect for diversity are part of ESTEVE's values. The company fosters equal opportunities and promotes non-discrimination on the basis of gender in selection, training and promotion.

In this regard, our transformation strategy with the new organisation includes:

- Develop people with a transversal, transparent and trustworthy vision in which they contribute the greatest value to the organisation and they are able to develop themselves in the best way possible in a safe and healthy environment.
- Be talent scouts for those who want to devote themselves to helping patients.
- Develop ways of working, promoting a collaborative and entrepreneurial culture, with a comprehensive vision focused on agility and obtaining results, always around values and principles with ethical behaviour.

In 2018, ESTEVE had 2,371 employees, five production plants and three R&D centres.

In addition to staff on the payroll, ESTEVE also has 5% external staff⁽¹⁰⁾. With regard to the different nationalities, the positions of responsibility are mainly held by people from the country where the business is found. Average turnover in 2018 was 16.6%.

(10) External staff: includes temporary employment agencies and all the people performing a service for ESTEVE at the risk and expense of another company.

- Distribution of employees by country, gender, age and job classification:

Distribution of employees by country and gender

Country	2016			2017			2018		
	No. of employees by gender			No. of employees by gender			No. of employees by gender		
	Total	Women	Men	Total	Women	Men	Total	Women	Men
Spain	1,833	804	1,029	1,937	843	1,094	1,721	716	1,005
Mexico	158	36	122	178	42	136	173	42	131
China	297	71	226	338	79	259	320	77	243
US	58	30	28	57	30	27	42	24	18
Rest of Europe ^(*)	128	52	76	127	49	78	115	42	73
Total	2,474	993	1,481	2,637	1,043	1,594	2,371	901	1,470

Distribution of employees by country and age

Country	2016				2017				2018			
	Total	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50
	Spain	1,833	82	1,337	414	1,937	100	1,394	443	1,721	81	1,251
Mexico	158	38	108	12	178	47	119	12	173	45	118	10
China	297	113	179	5	338	128	205	5	320	92	221	7
US	58	7	34	17	57	8	30	19	42	4	25	13
Rest of Europe ^(*)	128	15	100	13	127	13	98	16	115	10	93	12
Total	2,474	255	1,758	461	2,637	296	1,846	495	2,371	232	1,708	431

Distribution of employees by country and professional category

Country	2018				
	Directors ^(**)	Technicians	Administrative staff	Sales staff	Factory workers
Spain	55	780	108	341	434
Mexico	11	84	7	0	71
China	9	133	66	0	112
US	2	9	25	6	0
Rest of Europe ^(*)	5	16	7	87	0
Total	82	1,003	228	438	617

(*) Rest of Europe includes: Portugal, Italy, Sweden, Turkey and Ireland.

(**) The professional category for directors includes the highest level of management which is Executive Management.

- Distribution of employees by country and type of contract:

No. of employees by country and type of contract

Country	Permanent	Temporary
Spain	1,702	19
Mexico	173	0
China	49	271
US	42	0
Rest of Europe	114	1
Total	2,080	291

- Annual average of contracts in 2018 by country, professional category, gender and age:

Annual average of contracts in 2018 by country and gender

Country	2018											
	Permanent			Temporary			Full-time			Part-time		
	Total	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	
Spain	1,825	777	1,047	37	25	12	1,852	794	1,058	9	8	1
Mexico	173	42	131	0	0	0	173	42	131	0	0	0
China	228	58	170	92	20	72	320	77	243	0	0	0
US	54	25	29	0	0	0	54	25	29	0	0	0
Rest of Europe	118	47	71	1	0	1	119	48	71	0	0	0
Total	2,398	949	1,448	130	45	85	2,518	986	1,532	9	8	1

Annual average of contracts in 2018 by country and professional category

Country	2018																								
	Permanent					Temporary					Full-time					Part-time									
	Total	D	T	A	S	F	Total	D	T	A	S	F	Total	D	T	A	S	F	Total	D	T	A	S	F	
Spain	1,821	59	802	121	398	440	39	0	36	0	3	0	1,849	59	831	119	400	440	9	0	7	2	0	0	
Mexico	173	11	84	7	0	71	0	0	0	0	0	0	173	11	69	21	1	71	0	0	0	0	0	0	
China	228	9	84	56	0	79	92	0	49	10	0	33	320	9	133	66	0	112	0	0	0	0	0	0	
US	65	0	16	40	9	0	0	0	0	0	0	0	65	0	16	40	9	0	0	0	0	0	0	0	
Rest of Europe	118	9	14	5	89	1	1	0	0	1	0	0	119	9	10	10	89	1	0	0	0	0	0	0	
Total	2,405	88	985	243	497	591	132	0	85	11	3	33	2,526	88	1,059	256	499	624	9	0	7	2	0	0	

Note: (D) directors, (T) technicians, (A) administrative staff, (S) sales staff, (F) factory worker.

Annual average of contracts in 2018 by country and age

Country	2018																	
	Permanent				Temporary				Full-time				Part-time					
	Total	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50		
Spain	1,825	66	1,308	451	37	19	18	0	1,852	85	1,323	445	9	0	3	6		
Mexico	173	43	120	10	0	0	0	0	173	43	120	10	0	0	0	0		
China	228	35	186	7	92	57	35	0	320	92	221	7	0	0	0	0		
US	63	9	33	21	1	1	0	0	64	10	33	21	0	0	0	0		
Rest of Europe	113	11	91	11	1	1	0	0	114	12	91	11	0	0	0	0		
Total	2,402	164	1,738	500	131	78	53	0	2,523	242	1,788	494	9	0	3	6		

- Distribution of dismissals by age, gender and professional category:

Distribution of dismissals by age, job classification and gender

	<30	30-50	>50	Directors	Technicians	Administrative staff	Sales staff	Factory workers	Women	Men
Total	16	136	39	8	60	20	78	25	95	96

Diversity, equality and inclusion

ESTEVE has a commitment to diversity. The percentage of women in the workforce is 38% of the total number of employees. In 2018, together with the legal representatives of the workers, the equality protocol of Spanish companies in response to Organic Law 3/2007 for the effective equality of men and women, as well as the protocol in the face of any type of harassment, was reviewed. This protocol includes the rejection of any behaviour aimed at threatening people's dignity or creating offensive or intimidating discriminatory environments and indicates how to act in any situation detected. Our Code of Ethics, applicable to all ESTEVE employees, also rejects any type of discrimination or harassment. We are committed to applying it to prevent, detect, correct and sanction this type of conduct in ESTEVE's work environment.

ESTEVE is committed to the **labour market insertion of people with disabilities** through collaboration with different organisations that promote their placement and development. We have 13 people with disabilities on our staff. In Spain, in compliance with the Law on the Social Integration of People with Disabilities (LISMI), we collaborate with institutions for people with different abilities and we engage the services of special employment centres (CET) at our work centres.

ESTEVE employees with children with a degree of disability equal to or greater than 33%, who form part of the Family Plan programme and have been included in a redundancy scheme by the company or in a pre-retirement scheme, may remain in the Family Plan programme for another year after being notified of the termination of their relationship with the company.

No. of beneficiaries of the Family Plan

	2016	2017	2018
	11	12	11

Two workers who were made redundant in 2018, with children with disabilities, will remain in the Family Plan in 2019.

Our centres have accessibility measures to facilitate access, mobility and evacuation in case of emergency for people—both internal staff and visitors—with disabilities.

ESTEVE has implemented **measures for work-life balance** and paid leave so that collaborators can develop their professional careers under the same conditions, regardless of their family situation. Although a policy of digital disconnection has not been expressly set out, we have flexible hours to balance our personal life with work.

ESTEVE respects and guarantees the basic rights of freedom of association and collective bargaining for all employees, in accordance with the regulations in the countries where it operates and the collective bargaining agreements in force. Trade union elections determine the composition of the different works councils, as well as the staff delegates, who will serve as the representative bodies with the company's representatives and who will be the agents present during collective negotiations. In the absence of specific negotiations, they meet when the circumstances so require. The chosen representatives are entitled to paid time off to perform their duties.

With regard to the **organisation of working time**, initiatives such as making better use of meetings and reducing the number of meetings have been implemented. Advice on how to deal with time robbers and become more efficient, or how to use e-mail properly have also been given.

There is an official working calendar established by the legislation of each country, specifying working days and holidays. Additionally, there are measures regulated by the collective bargaining agreements of each country to organise working time. ESTEVE complies with labour legislation on social relations in the different countries where it operates.

The workers' representatives and the people in the areas involved are usually notified of any **organisational changes** beforehand, with at least one to two weeks' notice. Advance notice of this communication depends, among other aspects, on the degree of impact and the number of people who will be involved in the change, always considering current legislation.

In December 2018, the company was forced to implement a redundancy scheme to stabilise the economic situation and align the structure in accordance with the new strategic plan. The negotiations and the employee communication plan were carried out with the workers' legal representatives.

Career development

We have a system for evaluating performance and identifying potential. Its assessments are the basis for detecting and building the internal talent map that drives the professional growth of our employees. Talent management allows the right person to be in the right job, as well as the adaptation of knowledge, attitudes and skills to the requirements of the setting. There is a procedure to identify training needs, include them in the annual plan and devote the necessary resources for their implementation.

Managing performance

Through regular meetings, supervisors and collaborators exchange information on the goals and skills of the profile in order to improve the match between people and their jobs. In 2018, we covered 42% of the workforce.

% of workforce under the performance management system

2016	2017	2018
39%	40%	42%

In 2018, the distribution by gender and professional category was as follows:

Distribution of performance management

Distribution by gender				Distribution by professional category				
Women		Men		Directors	Technicians	Administrative staff	Sales staff	Factory workers
460	51%	537	37%	56	453	69	296	123

In 2018, internal talent was given priority in filling vacancies and the management talent map was updated with the directors who recently joined. In addition, succession planning for key management positions was continued.

Training and development

In 2018, efforts to develop the workforce through training were maintained.

Training and development	2016	2017	2018
Average number of training hours per employee	17.2	22.1	24.3
% workforce trained	85.6	73.3	87.3

In 2018, staff training programmes continued for internal or external staff, both in-person and with prestigious platforms or speakers. The total number of training hours was 57,765.

The distribution of training hours by professional category is as follows:

Total number of training hours by professional category

Distribution by professional category

Directors	Technicians	Administrative staff	Sales staff	Factory workers
1,973	29,255	7,440	2,248	16,849

ESTEVE collaborates with different educational centres in order to support training and employment among young people, through the establishment of work experience agreements, its collaboration in the Masters in Fine Chemical Experimentation⁽¹¹⁾ and the dual training system at the Celrà chemical plant.

Collaboration in student training	2016	2017	2018
No. of university students on work experience	27	21	10
No. of Masters students on work experience	11	10	10
Number of students in dual training	4	2	2

Remuneration

ESTEVE has a remuneration policy defined within the framework of the specific regulations applicable to our sector. Equal treatment between men and women is promoted. The model rewards the level of responsibility and professional track record, ensuring internal equality and external competitiveness.

Average remuneration by gender and professional category 2018

	Directors ^(*)	Sales staff	Technicians	Administrative staff	Factory workers
Women	146,900.97	66,039.98	45,662.22	39,026.57	28,873.05
Men	201,632.59	64,959.52	42,507.15	55,051.09	26,046.93

Average remuneration by age 2018

<30	19,943.99
30-50	44,957.74
>50	76,770.10

(*) The average remuneration for directors includes the highest level of management which is Executive Management.

The average remunerations reported and used for the calculation of the gap correspond to the theoretical annual gross remuneration (base salary + target variables) to be received.

The pay gap by professional categories is (2.78%). The differences observed in the average remunerations of some groups are mainly due to factors such as seniority, classification in the same professional groups with different categories, as well as the different proportion of men and women in each professional category and country.

(11) Joint initiative between the Autonomous University of Barcelona and Esteve Química. The Masters lasts two years.

Occupational health, safety and well-being

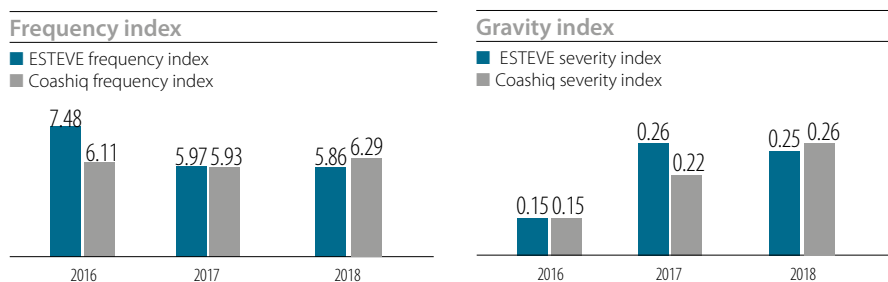
ESTEVE ensures an optimum level of safety, health and well-being within the framework of the OHSAS 18001 Management Systems implemented, reinforcing the commitment of its collaborators to a culture of prevention in accordance with our values and the Sustainable Development Goals with a focus on people and their safety. Specific procedures are in place for the identification and assessment of risks, as well as for the notification and investigation of injuries and incidents. The performance of the Management Systems is monitored periodically by means of key indicators and annual internal and external audits.

Occupational accidents

The total percentage of injuries of ESTEVE staff decreased but the total number of days of sick leave increased slightly. We did not have any case of work-related ill health.

Total no. of work-related injuries and ill health	2016		2017		2018	
	Men	Women	Men	Women	Men	Women
Number of injuries WITH sick leave	21	11	18	9	17	10
Number of injuries WITHOUT sick leave	20	10	27	5	21	8
Number of injuries to/from work	15	6	11	5	8	10
Number of cases of work-related ill health	0	0	1	0	0	0
Total number for ESTEVE staff	56	27	57	19	46	28
Number of injuries for external staff WITH sick leave	4	0	3	0	4	2

The frequency index increased slightly compared to the previous, although the severity index remained the same as the previous year.



In 2018, there was a fatal accident in the course of the company's work, but its causes were unrelated to the company's business.

In 2018, organisational changes were made to the company's structure to adapt it to market needs. The corporate headquarters were also relocated, representing not only a physical change but also a change in the model of the way of working, which encourages collaboration. The project includes the paperless philosophy which encourages work in a digital environment.

In accordance with current legislation and collective bargaining agreements, ESTEVE safeguards labour rights. The percentage of employees included in collective bargaining agreements is 89.1%. These agreements include, among others, aspects related to occupational health and safety with an emphasis on the implementation of preventive measures and the promotion of relations and dialogue with workers' representatives. Joint health and safety committees are in place in all countries to ensure compliance with current regulations.

The total number of hours of absenteeism at ESTEVE in 2018 was 132,970 hours.

Promotion of health in the workplace: ESTEVE, Healthy Company

ESTEVE is part of the European network of healthy companies, which are companies that not only ensure legal compliance with health aspects in the workplace, but also manage workers' health using a comprehensive approach and consider health in all

company policies. Every year, the medical check-ups established by current legislation are carried out. During initial training, new hires are provided with information on these measures.

The **ESTEVE, Healthy Company programme aims to promote personal well-being and business development**. It focuses on the four areas of "MOVE EUROPE", a European project promoting health in the workplace with the backing of ENWHP (European Network for Workplace Health Promotion) with the aim of improving the health habits of workers and society.

In 2018, different actions were carried out to promote health and healthy habits in the four areas: **"Muévete"** (encouraging physical exercise to acquire healthy lifestyle habits while contributing to a social challenge chosen among employees), **"Nútrete"** (promoting healthy eating activities among employees, as well as at centres with their own canteen where menus are prepared with local products and information is provided on allergen content, or having fresh fruit one day a week at the work centres), **"Cuidate"** (encouraging participation in preventive health controls set according to gender and age) and **"Posítivate"** (encouraging through participation in the actions of the volunteer program the development of skills and through their generosity, contribute to their psychological health and happiness).

Corporate volunteers

ESTEVE expresses its commitment to the volunteer programme and facilitates the involvement of its internal collaborators, through the activities carried out, in the social problems of the nearby communities where the company operates. In doing so, we contribute to developing the skills of collaborators, improving their psychological health and creating well-being for society.

We take care of our relationship with our environment and build collaborative relationships with a variety of organisations to respond to the needs of the communities in which we operate, creating shared value by facilitating access to health and well-being for vulnerable groups and preserving biodiversity and the environment by encouraging the involvement of our employees through the corporate volunteer programme and their participation in solidarity campaigns.

ESTEVE's "Smiles" corporate volunteer programme focuses on three areas of action linked to the company's business:

- Promotion of healthy habits and access to health for vulnerable groups.
- Labour market insertion of groups at risk of social exclusion.
- Reduction of environmental impact and conservation of natural spaces.

	2016	2017	2018
Persons in solidarity	612	647	469
Volunteers at in-person activities	232	228	178
Participants in "Muévete"	191	219	248
Blood donors	105	90	43
Average level of satisfaction of the volunteers	9,4 out of 10	9,6 out of 10	9,4 out of 10
Volunteers for food sorting	100	105	107
Volunteers accompanying hospitalised children		13	29
Participants in activities related to the environment	76	75	36
Mentors/beneficiaries of the Princess of Girona Foundation	2/2	2/2	2/2
Mentors/beneficiaries of the Prevent Foundation/ESADE Barcelona	5/18	4/35	4/89
Kilos of clothing for the Training and Employment Foundation	1,600	1,964	1,326
Beneficiaries of the "Paidós" programme of Cáritas	5	79	96

ESTEVE is committed to the labour market insertion of vulnerable groups, focusing on young people (50% of youth unemployment in Spain) and people with disabilities (75% of unemployment in Spain), through mentoring processes that help them achieve their goals of labour market insertion or the creation of their own businesses.

248 of ESTEVE's collaborators met the challenge of moving 150,000 km to improve their physical exercise habits and to get six months of research for childhood cancer: *"Muévete por ti y por ellos"*.

Environmental matters

ESTEVE, as part of its commitment to the Sustainable Development Goals and in accordance with our values, has a Prevention and Environment Policy focused on caring for people and the environment, with specific procedures to identify and evaluate environmental impacts and to manage the main environmental vectors. We carry out our activities respecting people and the environment, taking into consideration the risks and environmental impacts and using the best practices and technologies available to prevent pollution.

ESTEVE has implemented ISO 14001 Management Systems at all production centres, audited internally and externally, on an annual basis, in order to minimise risks. It also has specific environmental certificates for the countries where it operates, such as the Clean Industry Certification granted by the Secretariat of Environment and Natural Resources (SEMARNAT), together with the Federal Environmental Protection Agency (PROFEPA) of the Mexican Government.

2018 Goals

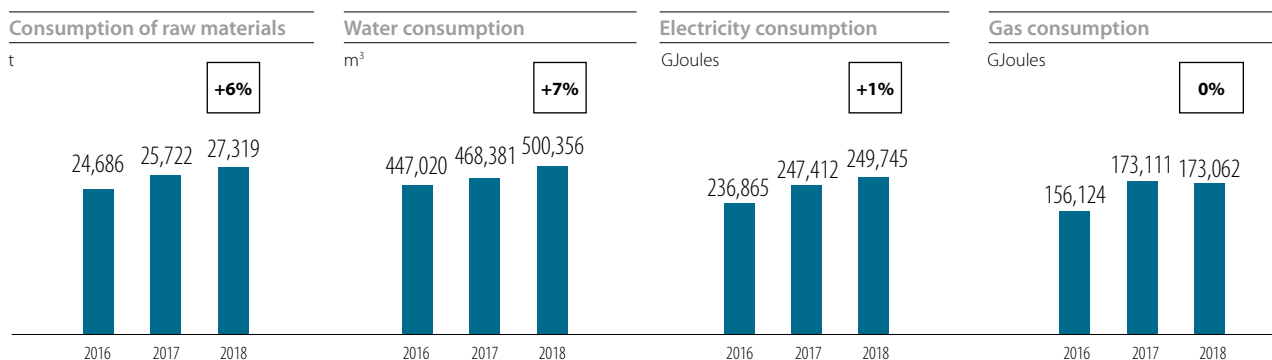
Resilience to climate change	100%
Conduct an energy efficiency audit at the Sintenovo plant	100%

2019-2021 Goals

Define and implement the Global Policy on Climate Change
Implement initiatives that favour the circular economy

Optimising consumption

One of the areas of ESTEVE's environmental action is the optimisation of resources and their responsible management. The consumption of raw materials and energy and water consumption are managed taking into account the variety of the portfolio of products manufactured, and that these resources are not locally limited to the countries where it operates.



With regard to raw materials, 2.3% is reinvested into the in-house processes, which represents 630 tonnes of solvents being reused in the Chemicals business.

In 2018, the consumption of electricity from the grid at the production centres in Spain originated from renewable energy sources and included energy generated through the photovoltaic panels for self-consumption at the Martorelles plant.

Indirect energy consumption is not considered material for our activities.

The total water withdrawal at the centres where ESTEVE operates is 94% from the municipal supply and 6% from groundwater.

Climate change

ESTEVE has been a member of the United Nations “Caring for Climate” programme since 2009. As part of our commitment to mitigate the impacts of climate change and integrate these risks into our risk management model, we are working to follow the guidelines of the Task Force on Climate-Related Financial Disclosures (TCFD) by integrating them into our Climate Change Policy. We have implemented actions aimed at reducing CO₂ emissions, including renewable energy, implementing energy efficiency improvements in facilities and promoting sustainable behaviour, to align with internationally defined scenarios.

We are working on a Global Policy on climate change, considering physical risks, which are those that directly arise from climate change, and transition risks, which are the regulatory risks to comply with the Paris Agreement, as well as assessing opportunities around sustainable alliances and initiatives.

In terms of physical risks, in 2018, we carried out a study on the impact of long-term climate forecasting at the different locations where ESTEVE operates. The study assesses how extreme weather events linked to climate change, such as temperature, floods, droughts or storms, can affect the countries where we have production centres. We are currently assessing how to mitigate these risks.

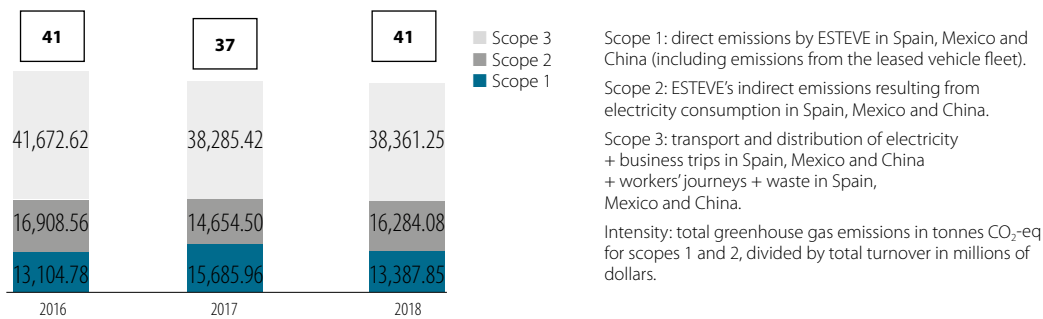
We have established a 6% reduction in CO₂ emissions for the 2017-2019 period. This reduction is linked to our commitment since 2016 to the Voluntary Agreements programme and the Carbon Footprint Register.

The actions carried out at ESTEVE to meet the emission reduction targets are:

- Contract for the purchase of clean energy, for the sixth consecutive year, from renewable energy sources for 100% of the production centres in Spain.
- Generation for self-consumption of 4% of the energy consumed at the Martorelles plant through the installation of 5,000 m² of photovoltaic panels.
- Offsetting of 600 tonnes of CO₂ through a project for the construction and maintenance of small hydroelectric power plants in China, aside from social benefits due to the cooperation in the development of the most vulnerable rural population.
- Establishment and monitoring of the actions identified in the energy audits at the centres with the highest consumption in Spain and Mexico.
- Adjustment of temperature setpoints in air-conditioning installations.
- Paper saving measures through the process of scanning the documentation at headquarters.

The overall results of our carbon footprint in 2018, calculated according to the Greenhouse Gas Protocol (GHG protocol) are shown in the graph:

Equivalent CO₂ emissions by scope



In 2018, the EHP plant in China was included in the scope of the greenhouse gases (GHGs) inventory and emissions were recalculated including China for the previous years detailed in this report.

The equivalent emissions associated with the use of refrigerant and/or heating gases and equipment that damage the ozone layer have been quantified as within Scope 1 of the GHG emissions and are not very significant in terms of ESTEVE's total emissions.

Industrial emissions

At ESTEVE, we comply with the legal requirements applicable to emissions in all the countries where we operate. At the production centres of the chemical business in Spain, balances of solvents are carried out in compliance with the legislation on the emission of volatile organic compounds and this is reported at a European level in the PRTR Register (European Pollutants Release and Transfer Register).

Pollutant	Units	Spain
Emission of non-methane volatile organic compounds	kg/year	125,772.00
Emission of nitrogen oxides (Nox/NO ₂)	kg/year	4,438.90
Emission of sulphur oxides (Sox/SO ₂)	kg/year	1,100.60
Dichloromethane (DCM) emission	kg/year	77.00
Emissions of chlorine and inorganic compounds (such as HCl)	kg/year	77.00
Particle (PM10/PST) emission	kg/year	85.51
Carbon monoxide (CO) emission	kg/year	681.23
Dioxins + furans (PCDD + PCDF)	kg/year	0.00
Methane (CH ₄) emissions	kg/year	81.38
CO ₂ emissions	kg/year	4,331,959.96
Nitrous oxide (N ₂ O) emissions	kg/year	59.10

Information available at <http://prtr.ec.europa.eu>.

Our production plants are equipped with systems to treat the emissions from the production processes such as scrubbers, a Regenerative Thermal Oxidation (RTO) plant in Celrà (Girona) and another one at EHP (China), as well as cryogenic plants at the Celrà, Banyeres del Penedès (Tarragona) and EHP (China) plants.

Circular economy

The circular economy is part of ESTEVE's environmental management. We consider it to be a system that makes the most of resources, in which reduction, reuse and recycling are promoted. At ESTEVE, we are committed, whenever possible, to the reuse of materials, considering as waste only that which cannot be otherwise used. The circular economy is integrated into our management model, striving to keep materials and resources in the economy as long as possible.

Waste management

Using resources responsibly and generating the minimum amount of waste is fundamental to the company's environmental management. At ESTEVE, minimising the waste generated at source is a priority and we focus on optimising the management of solvent waste in the Chemicals business, on improving the separation and recycling of waste, as well as on reducing the environmental impact of packaging and containers for pharmaceutical products, as a member of SIGRE and ECOEMBES.

The percentage decrease in waste from packaging and packaging materials with regard to the net product (Kr/Kp) was reduced during the last year. The improvements in the packaging and materials included in our manufacturing process mean that the consumption of paper, cardboard, aluminium and mainly plastic has improved, and the volume of their waste has been reduced. As an example, the measures applied to one of our medicines, the Omeprazole Pensa 40 mg Capsules EFG 28 capsules, have led to a 49.92% reduction in weight of the blister pack and a 45.03% reduction in weight of the box.

% Reduction in medicine packaging with regard to the pharmaceutical product Kr/Kp

2016	2017	2018
0.783	0.693	0.687

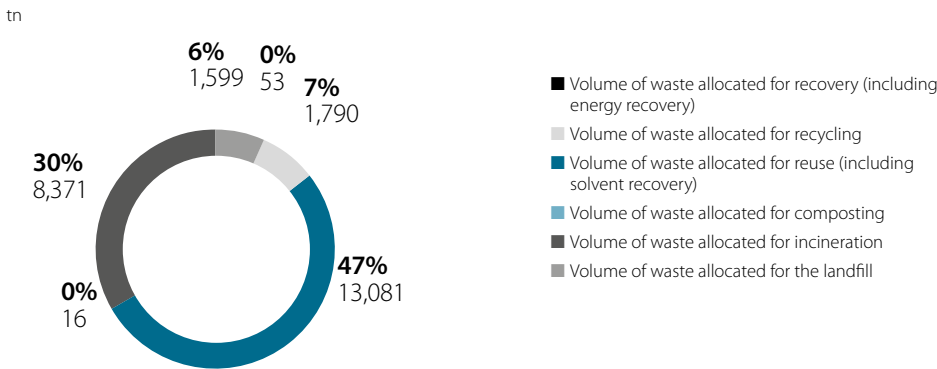
The volume of waste depends on the quantity and type of products manufactured. Its evolution compared to previous years is shown below. In 2018, the total waste generated decreased by 1.4%.

Volume of hazardous and non-hazardous waste



The management, treatment and destination of waste generated depend on the characteristics thereof in terms of its composition, hazard classification and/or origin.

Distribution of the percentage of waste by destination



In 2018, 47% was allocated to reuse, including solvent recovery, which represents 2% more than in 2017.

Effluent management

The production plants of the Chemicals business in Spain and China have wastewater treatment plants and all production centres have control systems to ensure the management and that the quality of the wastewater discharged is appropriate and remains below the contamination parameters established by law. There are specific procedures included in the management systems to maintain control of this environmental vector.

In 2018 there were no significant spillages or discharges⁽¹²⁾ that could have affected the quality of the water. All wastewater is discharged into the public sewerage system of the zone in question.

In 2018, a total of 374,222 m³ of wastewater was discharged, all of it through the sewerage system. This represents 75% of the total volume withdrawn.

(12) Significant spillage or accidental discharge that has happened at Esteve centres, which involves an impact on health and/or the environment and which triggers any of the scenarios in the Emergency Plan.

Appendices

1. Characteristics of the report

This report has been prepared in accordance with the GRI standards (Core option), which can be consulted on the website: www.globalreporting.org. This edition of the ESTEVE Annual Sustainability Report for the year 2018 includes information from the 2016-2018 period. This document has also been verified by an external, independent company, at the request of the Management of Corporación Químico-Farmacéutica ESTEVE.

In accordance with the provisions of Law 11/2018, of 28 December, on non-financial information, certain companies, including ESTEVE, must prepare a non-financial information statement that must be appended to the management report or as a separate report for the same year.

The scope of this report has been established according to the relevance of the company's activities (Corporación Químico-Farmacéutica ESTEVE, S.A. or ESTEVE), taking into account the diversity of the activities and also valuing the different impacts resulting from its production plants and its sales networks. In this regard, "significant locations of operation" are deemed to be those countries with production facilities (Spain, China and Mexico).

The report's scope is as follows:

- The economic-financial information includes data from all companies that form part of the ESTEVE Group. The audited consolidated financial statements include 50% of the information from the joint ventures for all items except the figures for expenditure and investment in R&D and industrial assets.
- The information on human resources includes activities carried out at the headquarters, the production plants and the sales delegations in Spain, the chemical production plant in Mexico, the chemical production plant in China and the sales delegations or subsidiaries in Portugal, Italy, Turkey, Sweden and the US. The information also includes the Esself company in Ireland for the indicators related to the number of employees (total, by gender, age and type of contract) only.
- The section on preventing occupational hazards includes all the workforce data for Spain, the chemical production plant in Mexico, the chemical production plant in China and the sales delegations in Italy and Portugal.
- Finally, the chapter on the environment includes data on all the activities in Spain, the chemical production plant in Mexico, the chemical production plant in China and the sales operations in Italy and Portugal.

The companies included in this report are:

Pharmaceuticals:

- ESTEVE Pharmaceuticals S.A. (Spain).

Generics:

- Pensa Pharma, S.A. (Spain).
- Pensa Pharma S.p.A. (Italy), Pensa İlaç (Turkey) and Pensa Pharma AB (Sweden).
- ToLife-Pensa (Portugal).
- Breckenridge (United States).

Chemicals:

- Esteve Química, S.A. (Spain).
- Sintenovo, S.A. de C.V. and Servichem, S.A. de C.V. (Mexico).
- Esteve Huayi Pharmaceutical, Ltd. (China).

Reinsurance company:

- Esselfdac (Ireland).

The 2018 non-financial information statement has been prepared by a specific committee at ESTEVE, thanks to the collaboration of a large number of professionals from the different areas of the company. For any questions regarding this report, please contact the Sustainability Area: Passeig de la Zona Franca, 109, 08038, Barcelona by calling 93 446 60 00 or using the following link www.esteve.com/memoriasostenibilidad.

2. List of memberships

ESTEVE is an active member and collaborator of the following institutions:

Institutions in the chemical-pharmaceutical sector

- Spanish Association for the Pharmaceutical Industry (Farmaindustria)
 - European Federation of Pharmaceutical Industries and Associations (EFPIA)
 - Spanish Association for Self-Medication Healthcare (ANEFP)
 - Spanish Generic Medicines Association (AESEG)
 - Spanish Association of Fine Chemical Manufacturers (AFAQUIM)
 - Spanish Association for Biotechnology Firms (ASEBIO)
 - Catalonia Bio & Health Tech (CATBIO&HT)
 - General Council of Official Colleges of Pharmacists (CGCOF)
-

Scientific and Research Organisations

- Academy of Medical Sciences of Catalonia and the Balearic Islands
 - Centre for Studies to Promote Research (CEFI)
 - Bioregion Foundation of Catalonia (BIOCAT)
 - Catalan Research and Innovation Foundation
 - Foundation for Technological Innovation (COTEC)
 - Catalan Chemical Research Institute (ICIQ)
 - IQS Foundation
 - Royal Academy of Pharmacy of Catalonia
 - Royal Academy of Medicine of Catalonia
-

Institutions for corporate sustainability

- UN Global Compact Network Spain (ASEPAM)
 - Seres Foundation
 - Respon.cat (business initiative to develop CSR in Catalonia)
 - European Network for Workplace Health Promotion (ENWHP)
-

Academic institutions

- Universities: University of Santiago de Compostela, Autonomous University of Barcelona, University of Barcelona and Pompeu Fabra University
 - ESADE
 - IESE
-

3. External commitments

Our commitment to sustainability is embodied by our adherence to the following external initiatives:

10 principles of the United Nations Global Compact	Committed to human rights, the dignity of working conditions, protection of the environment and the fight against corruption. Member since 2002.
United Nations Caring for Climate initiative	Commitment to combating climate change. Member since 2009.
Global Reporting Initiative (GRI)	Commitment to transparency through the publication of the Sustainability Report according to the international GRI standards. Since 2008.
Sector Codes of Good Practice	Member of the Code of Good Practice of the Pharmaceutical Industry in the countries where we operate, which regulate, among other aspects, the promotion of products and the relationships between health professionals and organisations.
Advertising Code of Conduct	Member of the Association for the Self-Regulation of Commercial Communication and adhered to the Advertising Code of Conduct.
Luxembourg Declaration	Commitment to promoting health in the workplace. Member since 2015.
Agenda 21 – Citizen Commitment to Sustainability	Three business sectors take part in this initiative (business, public and non-profit), consisting of a road map for the sustainability of Barcelona (2012-2022).
Carbon Footprint Register for the reduction of CO₂	Entry in the Carbon Footprint Register, carbon dioxide emission offsetting and reduction projects promoted by the Spanish Government. Since 2016.
Voluntary Accords to reduce CO₂	Adherence to the "Voluntary Accords" programme for the reduction of greenhouse gases, promoted by the Catalan Department for Climate Change of the Catalan government. Since 2016.
PSCI	Adherence to the sector initiative called the Pharmaceutical Supply Chain Initiative to establish and promote responsible practices in the supply chain since 2017.
Clean Industry	Adherence to the voluntary "Clean Industry" programmed by the Mexican government to ensure compliance with environmental legislation and the implementation of good practices in this area since 2018.

4. Commitment to the 2030 Agenda: SDGs and targets

ESTEVE's SDG Focus 2030 Agenda targets that are part of ESTEVE's goals	
	<p>3.4 By 2030, reduce mortality from noncommunicable diseases by one third through prevention and treatment and to promote mental health and well-being.</p> <hr/> <p>3.8 Achieve universal health coverage, particularly protection against financial risks, access to quality essential health services, and access to safe, effective, affordable and quality medicines and vaccines for all.</p>
	<p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.</p>
	<p>8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation.</p> <hr/> <p>8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.</p> <hr/> <p>8.8 Protect labour rights and promote safe and secure working environments of all workers, including migrant workers.</p>
	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.</p> <hr/> <p>11.5 By 2030, significantly reduce the number of deaths and the number of people affected by disasters, including water-related disasters, and substantially decrease the direct economic losses with a focus on protecting the poor and people in vulnerable situations.</p>
	<p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment.</p> <hr/> <p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.</p>
	<p>13.2 Integrate climate change measures into national policies, strategies, and planning.</p>
	<p>16.6 Develop effective, accountable and transparent institutions at all levels.</p> <hr/> <p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels.</p>
	<p>17.7 Encourage and promote effective public, public-private, and civil society partnerships, building on the experience and resourcing strategies of partnerships.</p>

5. External Assurance Report



INFORME DE VERIFICACIÓN INDEPENDIENTE

A los accionistas de Corporación Químico-Farmacéutica ESTEVE, S.A.:

De acuerdo al artículo 49 del Código de Comercio hemos realizado la verificación, con el alcance de seguridad limitada, del Estado de Información No Financiera Consolidado adjunto (en adelante EINF) correspondiente al ejercicio finalizado el 31 de diciembre de 2018, de la Corporación Químico-Farmacéutica ESTEVE, S.A. y sociedades dependientes (en adelante ESTEVE o el Grupo) que forma parte del Informe de Gestión de ESTEVE.

El contenido del EINF incluye información adicional a la requerida por la normativa mercantil vigente en materia de información no financiera que no ha sido objeto de nuestro trabajo de verificación. En este sentido, nuestro trabajo se ha limitado exclusivamente a la verificación de la información identificada en la "Tabla de contenidos ley 11/2018" incluida como Anexo en el EINF adjunto.

Responsabilidad de los administradores

La formulación del EINF incluido en el Informe de Gestión de ESTEVE, así como el contenido del mismo, es responsabilidad de los administradores de la Corporación Químico-Farmacéutica ESTEVE, S.A. El EINF se ha preparado de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los Sustainability Reporting Standards de Global Reporting Initiative (estándares GRI) según la opción Esencial descritos de acuerdo a lo mencionado para cada materia en la "Tabla de contenidos ley 11/2018" y en la "Tabla de contenidos GRI" incluidos como Anexos en el citado Estado.

Esta responsabilidad incluye asimismo el diseño, la implantación y el mantenimiento del control interno que se considere necesario para permitir que el EINF esté libre de incorrección material, debida a fraude o error.

Los administradores de la Corporación Químico-Farmacéutica ESTEVE, S.A. son también responsables de definir, implantar, adaptar y mantener los sistemas de gestión de los que se obtiene la información necesaria para la preparación del EINF.

Nuestra independencia y control de calidad

Hemos cumplido con los requerimientos de independencia y demás requerimientos de ética del Código de Ética para Profesionales de la Contabilidad emitido por el Consejo de Normas Internacionales de Ética para Profesionales de la Contabilidad (IESBA, por sus siglas en inglés) que está basado en los principios fundamentales de integridad, objetividad, competencia y diligencia profesionales, confidencialidad y comportamiento profesional.

Nuestra firma aplica la Norma Internacional de Control de Calidad 1 (NICC 1) y mantiene, en consecuencia, un sistema global de control de calidad que incluye políticas y procedimientos documentados relativos al cumplimiento de requerimientos de ética, normas profesionales y disposiciones legales y reglamentarias aplicables.

El equipo de trabajo ha estado formado por profesionales expertos en revisiones de Información no Financiera y, específicamente, en información de desempeño económico, social y medioambiental.

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R. M. Madrid, hoja 87.250-1, folio 75, tomo 9.267, libro 8.054, sección 3ª
Inscrita en el R.O.A.C. con el número S0242 - C.I.F.: B-79 031290



Nuestra responsabilidad

Nuestra responsabilidad es expresar nuestras conclusiones en un informe de verificación independiente de seguridad limitada basándonos en el trabajo realizado que se refiere exclusivamente al ejercicio 2018. Los datos correspondientes a ejercicios anteriores no estaban sujetos a la verificación prevista en la normativa mercantil vigente. Hemos llevado a cabo nuestro trabajo de acuerdo con los requisitos establecidos en la Norma Internacional de Encargos de Aseguramiento 3000 Revisada en vigor, “Encargos de Aseguramiento distintos de la Auditoría y de la Revisión de Información Financiera Histórica” (NIEA 3000 Revisada) emitida por el Consejo de Normas Internacionales de Auditoría y Aseguramiento (IAASB) de la Federación Internacional de Contadores (IFAC) y con la Guía de Actuación sobre encargos de verificación del Estado de Información No Financiera emitida por el Instituto de Censores Jurados de Cuentas de España.

En un trabajo de seguridad limitada los procedimientos llevados a cabo varían en naturaleza y momento de realización, y tienen una menor extensión, que los realizados en un trabajo de seguridad razonable y, por lo tanto, la seguridad proporcionada es también menor.

Nuestro trabajo ha consistido en la formulación de preguntas a la Dirección, así como a las diversas unidades de ESTEVE que han participado en la elaboración del EINF, en la revisión de los procesos para recopilar y validar la información presentada en el EINF y en la aplicación de ciertos procedimientos analíticos y pruebas de revisión por muestreo que se describen a continuación:

- Reuniones con el personal de ESTEVE para conocer el modelo de negocio, las políticas y los enfoques de gestión aplicados, los principales riesgos relacionados con esas cuestiones y obtener la información necesaria para la revisión externa.
- Análisis del alcance, relevancia e integridad de los contenidos incluidos en el EINF del ejercicio 2018 en función del análisis de materialidad realizado por ESTEVE y descrito en el apartado "Materialidad" del citado EINF, considerando los contenidos requeridos en la normativa mercantil en vigor.
- Análisis de los procesos para recopilar y validar los datos presentados en el EINF del ejercicio 2018.
- Revisión de la información relativa a los riesgos, las políticas y los enfoques de gestión aplicados en relación a los aspectos materiales presentados en el EINF del ejercicio 2018.
- Comprobación, mediante pruebas, en base a la selección de una muestra, de la información relativa a los contenidos incluidos en el EINF del ejercicio 2018 y su adecuada compilación a partir de los datos suministrados por las fuentes de información.
- Obtención de una carta de manifestaciones de los administradores y la Dirección.

Fundamento de la conclusión con salvedades

Tal y como se explica en la “Tabla de contenidos ley 11/2018” incluida como Anexo del EINF, el Grupo no ha incluido en el citado EINF la información relativa a la remuneración media de los consejeros y directivos, incluyendo la retribución variable, las dietas, las indemnizaciones, el pago a los sistemas de previsión de ahorro a largo plazo y cualquier otra percepción desagregada por sexo.



Conclusión con salvedades

Basándonos en los procedimientos realizados y en las evidencias que hemos obtenido, excepto por los efectos de las cuestiones descritas en el “Fundamento de la conclusión con salvedades”, no se ha puesto de manifiesto aspecto adicional alguno que nos haga creer que el EINF de la Corporación Químico-Farmacéutica ESTEVE, S.A. y sociedades dependientes correspondiente al ejercicio anual finalizado el 31 de diciembre de 2018 no ha sido preparado, en todos sus aspectos significativos, de acuerdo con los contenidos recogidos en la normativa mercantil vigente y siguiendo los criterios de los estándares GRI según la opción Esencial descritos de acuerdo a lo mencionado para cada materia en la “Tabla de contenidos ley 11/2018” y en la “Tabla de contenidos GRI” incluidos como Anexos en el citado Estado.

Uso y distribución

Este informe ha sido preparado en respuesta al requerimiento establecido en la normativa mercantil vigente en España, por lo que podría no ser adecuado para otros propósitos y jurisdicciones.

PricewaterhouseCoopers Auditores, S.L.

Marga de Rosselló

23 de mayo de 2019



PricewaterhouseCoopers
Auditores, S.L.

2019 Núm. 20/19/00532

IMPORT COL·LEGAL: 30,00 EUR

Informe sobre treballs diferents
a l'auditoria de comptes



6. GRI contents table 2018

For the Content Index Service, GRI Services has confirmed that the GRI table of contents in the report is clear, and that references for each content included correspond to the indicated sections of the report. The service was performed in the Spanish version of the report.

GRI STANDARDS	CONTENTS	PAGE	OMISSION	ACTION PLAN	SDG
GRI 101: Foundation 2016					
GENERAL DISCLOSURES					
1. Organisational Profile					
102-1	Name of the organisation	4			
102-2	Activities, brands, products and services	4			
102-3	Location of headquarters	30			
102-4	Location of operations	4			
102-5	Ownership and legal form	30			
102-6	Markets served	4			
102-7	Scale of the organisation	4, 14 and 20			
102-8	Information on employees and other workers	19, 20 and 21			5 and 8
102-9	Supply chain	5			
102-10	Significant changes to the organisation and its supply chain	3, 13 and 14			
102-11	Precautionary principle or approach	11 and 12			
102-12	External initiatives	32			
102-13	Membership of associations	31			
2. Strategy					
102-14	Statement from senior decision-makers	3			
3. Ethics and integrity					
102-16	Values, principles, standards and norms of behaviour	12 and 13			16
4. Governance					
102-18	Governance structure	7			16
5. Stakeholder engagement					
102-40	List of stakeholder groups	8 and 9			
102-41	Collective bargaining agreements	24			8
102-42	Identifying and selecting stakeholders	8 and 9			
102-43	Approach to stakeholder engagement	8 and 9			
102-44	Key topics and concerns raised	8 and 9			
6. Reporting practice					
102-45	Entities included in the consolidated financial statements	30			
102-46	Defining report content and topic boundaries	30			
102-47	List of material topics	9			
102-48	Restatements of information	30			
102-49	Changes in reporting	30			
102-50	Reporting period	30			
102-51	Date of most recent report	30			
102-52	Reporting cycle	30			
102-53	Contact point for questions regarding the report	30			
102-54	Claims of reporting in accordance with the GRI standards	35			
102-55	GRI content index	35, 36 and 37			
102-56	External verification	38 and 39			
MATERIAL TOPICS					
Economic standards 2016					
Economic performance					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	6, 10, 12 and 14		
	103-3	Evaluation of the management approach			

GRI STANDARDS	CONTENTS	PAGE	OMISSION	ACTION PLAN	SDG
GRI 201	201-1	Direct economic value generated and distributed	10 and 14		5, 8 and 13
Economic performance 2016	201-4	Financial assistance received from government	10		
Acquisition practices					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	13 and 14		
	103-3	Evaluation of the management approach			
GRI 204	204-1	Proportion of spending on local suppliers	13 and 14		8
Procurement practices 2016					
Anti-corruption					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	13		
	103-3	Evaluation of the management approach			
	205-3	Confirmed incidents of corruption and actions taken	13		16
Environmental standards 2016					
Materials					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	26		
	103-3	Evaluation of the management approach			
	301-1	Materials used by weight or volume	26		
GRI 301	301-2	Recycled input materials used	26		
Materials 2016	301-3	Reclaimed products and their packaging materials	26	The breakdown by product category is not available.	
Energy					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	26		
	103-3	Evaluation of the management approach			
GRI 302	302-1	Energy consumption within the organisation	26		
Energy 2016	302-4	Reduction of energy consumption	26		8, 12 and 13
Water and effluents					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	26 and 29		
	103-3	Evaluation of the management approach			
GRI 303	303-1	Interactions with water as a shared resource: water management model	26		
Water and effluents 2018	303-2	Management of water discharge related impacts	26		
	303-3	Water withdrawal by source (surface, well, groundwater, municipal supply)	26		
	303-4	Volume of water discharged by destination (river, drainage network, etc.)	29		
Emissions					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	27, 28 and 29		
	103-3	Evaluation of the management approach			
	305-1	Direct (Scope 1) GHG emissions	27		3, 12 and 13
	305-2	Energy indirect (Scope 2) GHG emissions	27		3, 12 and 13
GRI 305	305-3	Other indirect (Scope 3) GHG emissions	27		3, 12 and 13
Emissions 2016	305-4	GHG emissions intensity	27		3, 12 and 13
	305-5	Reduction of GHG emissions	27		3, 12 and 13
	305-6	Emissions of ozone-depleting substances (ODS)	28 and 29		3, 12 and 13
	305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	28		3, 12 and 13
Effluents and waste					
GRI 103	103-1	Explanation of the material topic and its boundary			
Management approach 2016	103-2	The management approach and its components	28 and 29		
	103-3	Evaluation of the management approach			

GRI STANDARDS		CONTENTS	PAGE	OMISSION	ACTION PLAN	SDG
GRI 306 Effluents and waste 2016	306-1	Water discharge by quality and destination	29			3, 6 and 12
	306-2	Waste by type and disposal method	28 and 29			3, 6 and 12
	306-3	Significant spills	29			3, 6 and 12
Environmental compliance						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary				
	103-2	The management approach and its components	26, 27, 28			
	103-3	Evaluation of the management approach	and 29			
GRI 307 Environmental compliance 2016	307-1	Non-compliance with environmental laws and regulations	12 and 13			16
Supplier environmental assessment						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary	13 and 14			
	103-2	The management approach and its components	13 and 14			
	103-3	Evaluation of the management approach	13 and 14			
GRI 308 Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	13 and 14			
	308-2	Negative environmental impacts in the supply chain and actions taken	13 and 14			
Social standards 2016						
Employment						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary				
	103-2	The management approach and its components	18 and 19			
	103-3	Evaluation of the management approach				
GRI 401 Employment 2016	401-1	New employee hires and employee turnover	19			5 and 8
Labour-management relations						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary				
	103-2	The management approach and its components	21 and 22			
	103-3	Evaluation of the management approach				
GRI 402 Labour-management relations 2016	402-1	Minimum notice periods regarding operational changes	21 and 22			
Occupational health and safety						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary				
	103-2	The management approach and its components	24			
	103-3	Evaluation of the management approach				
GRI 403 Occupational health and safety 2018	403-1	Occupational health and safety management system	24 and 25			
	403-2	Hazard identification, risk assessment, and incident investigation	24			
	403-3	Occupational health services	25			
	403-4	Worker participation, consultation, and communication on occupational health and safety	24 and 25			
	403-5	Worker training on occupational health and safety	24			
	403-6	Promotion of worker health	25			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	24 and 25			
	403-8	Workers covered by an occupational health and safety management system	24 and 25			
	403-9	Work-related injuries	24			3, 8 and 12
	403-10	Work-related ill health	24			3, 8 and 12
Training and education						
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary				
	103-2	The management approach and its components	22 and 23			
	103-3	Evaluation of the management approach				
GRI 404 Training and education 2016	404-1	Average hours of training per year per employee	22 and 23			5 and 8
	404-3	Percentage of employees receiving regular performance and career development reviews	22 and 23			5 and 8

GRI STANDARDS	CONTENTS	PAGE	OMISSION	ACTION PLAN	SDG
Diversity and equal opportunity					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	21 and 22		
	103-3	Evaluation of the management approach			
GRI 405 Diversity and equal opportunity 2016	405-1	Diversity of governance bodies and employees	21 and 22		5 and 8
Non-discrimination					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	21 and 22		
	103-3	Evaluation of the management approach			
GRI 406 Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	11 and 12		5, 8 and 16
Human rights assessment					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	11 and 12		
	103-3	Evaluation of the management approach			
GRI 412 Human rights assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	13 and 14		16
Local communities					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	25		
	103-3	Evaluation of the management approach			
GRI 413 Local communities 2016	413-1	Operations with local community engagement, impact assessments and development programmes	17, 18 and 25		3 and 13
Supplier social assessment					
GRI 414 Supplier social assessment 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	13 and 14		
	103-3	Evaluation of the management approach			
	414-1	New suppliers that were screened using social criteria	13 and 14		
	414-2	Negative social impacts in the supply chain and actions taken	13 and 14		
Customer health and safety					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	15, 16 and 17		
	103-3	Evaluation of the management approach			
GRI 416 Customer health and safety 2016	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	12 and 13		8 and 16
Socioeconomic compliance					
GRI 103 Management approach 2016	103-1	Explanation of the material topic and its boundary			
	103-2	The management approach and its components	11		
	103-3	Evaluation of the management approach			
GRI 419 Socioeconomic compliance 2016	419-1	Non-compliance with laws and regulations in the social and economic area	11 and 12		16

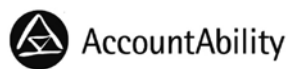
7. Law 11/2018 contents table

AREAS	Contents	GRI Standards	Page in the report	Material topic in materiality analysis (YES / NO)
Business model	Brief description of the Group's business model, which will include: 1) its business environment, 2) its organisation and structure, 3) the markets in which it operates, 4) its goals and strategies, 5) the main factors and trends that may affect its future evolution.	102-1, 102-2, 102-3, 102-4, 102-5, 102-6, 102-7, 102-14, 102-45, 102-46, 102-48, 102-49, 102-50, 102-51, 102-52 and 102-53	3,4, 5, 6, 7, 14, 20 and 30	Yes
Policies	A description of the Group's policies on environmental matters, social matters, respect for human rights, respect for the fight against corruption and bribery, as well as staff-related matters, including any measures that, where appropriate, have been taken to promote the principle of equal treatment and equal opportunities for women and men, non-discrimination and inclusion of people with disabilities and universal accessibility.	103, 102-9, 102-16, 102-17, 402-1, 403-3, 405-1 and 416-2	5, 8, 9, 12, 13, 14, 16, 19, 21, 22, 23, 24, 25 and 26	Yes
Results of KPI policies	The results of such policies should include key indicators for relevant non-financial results that enable: 1) monitoring and evaluation of progress; and 2) that favour comparability between companies and sectors, in accordance with the national, European or international reference frameworks used for each area.	103, 102-8, 201-4, 205-3, 301-1, 301-2, 302-1, 303-1, 305-1, 305-2, 305-3, 306-1, 401-1, 403-2, 404-1, 405-1, 406-1, 413-1 and 414-1	12, 13, 14, 17, 18, 19, 20, 21, 23, 24, 26, 27 and 28	Yes
ST, MT and LT risks	The major risks associated with matters related to the Group's activities, including, where relevant and proportionate, its business relationships, products or services that may have a negative impact on those areas; and * how the Group manages such risks, * explaining the procedures used to detect and evaluate them in accordance with the national, European or international reference frameworks for each area. * Information on the impacts that have been detected should be included, providing a breakdown of these impacts, particularly major risks in the short, medium and long term.	103	12 and 13	Yes
Environmental matters	Global environment			
	1) Detailed information on the current and foreseeable effects of the company's activities on the environment , and where appropriate, health and safety, environmental assessment or certification procedures. 2) Resources devoted to the prevention of environmental risks . 3) Application of the precautionary principle, the amount of provisions and guarantees for environmental risks .	103, 102-11, 307-1	11, 12, 13, 26, 27, 28 and 29	Yes
	Pollution			
	1) Measures to prevent, reduce or redress carbon emissions that seriously affect the environment. 2) Taking into account any form of activity-specific air pollution, including noise and light pollution.	103, 305-5, 305-6 and 305-7	27, 28 and 29	Yes
	Circular economy and waste prevention and management			
	Circular economy	103, 301-2 and 301-3	26, 28 and 29	Yes
	Waste: measures for prevention, recycling, reuse, other forms of recovery and disposal of waste.	306-1, 306-2 and 306-3	28 and 29	Yes
	Actions to combat food waste.			No
	Sustainable use of resources			
	Water consumption and water supply in accordance with local limitations.	303-1, 303-2, 303-3 and 303-4	26	Yes
	The consumption of raw materials and the measures taken to improve the efficiency of their use .	103, 301-1 and 301-2	26, 27 and 29	Yes
	Energy consumption , whether direct or indirect, measures taken to improve energy efficiency and the use of renewable energy sources .	103, 302-1, 302-4	26 and 27	Yes
	Climate change			
	The important aspects of greenhouse gas emissions generated as a result of the company's activities, including the use of the goods and services it produces. The measures taken to adapt to the consequences of climate change .	103, 305-1, 305-2, 305-3 and 305-4 103	27 and 28 27	Yes Yes
	Voluntary medium- and long-term reduction targets to reduce greenhouse gas emissions and the means implemented for this purpose.	103	27	Yes
	Protection of biodiversity			
Measures taken to preserve or restore biodiversity.			No	
Impacts caused by activities or operations in protected areas.			No	

AREAS	Contents	GRI Standards	Page in the report	Material topic in materiality analysis (YES / NO)
Social matters and staff-related matters	Employment			
	Total number and distribution of employees by gender, age, country and job classification.	103, 102-8 and 405-1	20	Yes
	Total number and distribution of types of employment contracts.	102-8	20	Yes
	Annual average of permanent, temporary and part-time contracts by gender, age and job classification.	102-8 and 405-1	20 and 21	Yes
	Number of dismissals by gender, age and job classification.	401-1	21	Yes
	Average remunerations and their evolution disaggregated by gender, age and job classification or equal value.	103	23	Yes
	Pay gap, remuneration for the same jobs or on average in the company.	103	23	Yes
	The average remuneration for directors and executives, including variable remuneration, per diems, compensation, payment to long-term pension savings systems and any other amount received disaggregated by gender.	103	Indicator not reported	Yes
	Implementation of policies to disconnect from work.	103	22	Yes
	Employees with disabilities.	405-1	21	Yes
	Work organisation			
	Organisation of working time.	402-1	22	Yes
	Number of hours of absenteeism.	403-2	24	Yes
	Measures aimed at facilitating the enjoyment of work-life balance and encouraging the co-responsible exercise of these by both parents.	103	22	Yes
	Health and safety			
	Occupational health and safety conditions.	103, 403-4, 403-5, 403-6, 403-7 and 403-8	24 and 25	Yes
	Work-related injuries, particularly their frequency and severity.	403-2 and 403-9	24	Yes
	Cases of work-related ill health; disaggregated by gender.	403-10	24	Yes
	Social relations			
	Organisation of social dialogue, including procedures to inform, consult and negotiate with staff.	103	8,9, 22 and 25	Yes
	Percentage of employees covered by collective bargaining agreements by country.	102-41	24	Yes
	The balance of collective bargaining agreements, particularly in the field of occupational health and safety.	403-1	24 and 25	Yes
	Training			
	The policies implemented in the field of training.	103 and 404-3	23	Yes
	The total number of training hours by professional category.	404-1	23	Yes
	Universal accessibility for people with disabilities	103	21	Yes
	Equality			
Measures taken to promote equal treatment and equal opportunities for women and men.	103	19 and 21	Yes	
Equality plans (Chapter III of Organic Law 3/2007, of 22 March, for the effective equality of women and men), measures adopted to promote employment, protocols against sexual and gender-based harassment, integration and universal accessibility for people with disabilities.	103	22	Yes	
The policy against all types of discrimination, and where appropriate, diversity management.	103	12, 13 and 22	Yes	
Human rights				
Application of human rights due diligence procedures. Prevention of the risks of human rights violations and, where appropriate, measures to mitigate, manage and redress any abuses committed.	103 and 102-16	12, 13 and 14	Yes	
Complaints of human rights violations.	406-1	12 and 13	Yes	
Promotion of and compliance with the provisions of the fundamental conventions of the International Labour Organisation relating to respect for freedom of association and the right to collective bargaining.	412-1	13 and 14	Yes	
The elimination of discrimination in employment and occupation.	103 and 406-1	12, 13 and 22	Yes	
The elimination of forced or compulsory labour.	103 and 412-1	13 and 14	Yes	
The effective abolition of child labour.	103 and 412-1	13 and 14	Yes	
Corruption and bribery				
Measures taken to prevent corruption and bribery.	103, 102-16, 102-17, 205-3 and 419-1	12 and 13	Yes	
Measures to combat money laundering.	103 and 205-3	12 and 13	Yes	
Contributions to foundations and non-profit organisations.	413-1	17, 18 and 25	Yes	

AREAS	Contents	GRI Standards	Page in the report	Material topic in materiality analysis (YES / NO)
Society	The company's commitment to sustainable development			
	The impact of the company's activities on employment and local development .	103 and 403-1	17, 18, 24 and 25	Yes
	The impact of the company's activities on local populations and the territory .	413-1	17, 18, 24 and 25	Yes
	The relations maintained with the actors of local communities and the types of dialogue with them.	102-40, 102-42, 102-43, 102-44 and 102-47	8 and 9	Yes
	Partnership or sponsorship actions.	102-12 and 102-13	31 and 32	Yes
	Subcontracting and suppliers			
	* The inclusion of social, gender equality and environmental matters in the purchasing policy . * Consideration of social and environmental responsibility in relations with suppliers and subcontractors .	103, 102-9, 204-1, 308-1, 308-2 and 414-1	5, 13 and 14	Yes
	Supervision and audit systems, and their results.	103 and 414-2	13 and 14	Yes
	Consumers			
	Measures for consumer health and safety.	103	15 and 16	Yes
	Complaint schemes, complaints received and their resolution.	103 and 416-2	12 and 16	Yes
	Tax information			
	Earnings obtained country by country.	103	14	Yes
	Taxes on earnings paid.	103	14	Yes
Public subsidies received.	201-4	10	Yes	

In accordance with:



We are members of:



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2018 non-financial information statement

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