

## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

For more than half a century Uni-Pharma has been identified with the concepts of Teamwork, Excellence, Learning, Ethics, Innovation, and Accountability. With love and great respect for society and passion for medical science, we have created an industry that has won the trust of all stakeholders and deservedly gained an important place in the domestic and international markets. In a world that constantly changes, with steady steps and a vision for a bright future, we seek innovation and knowledge in every corner of the earth so that we can offer modern and affordable health solutions, improving the quality of life. In this difficult environment for national and international economies, we continue to invest in our country with an expanded export network worldwide. Having recently created a new bioclimatic plant we operate unceasingly with insight and responsibility, having as strategic goal, sustainable development.

Fellow travelers in this bold journey are our People who, with their passion, loyalty, teamwork, and trust, give their best every day. Our people are our power, and our HR mechanisms operate without discrimination and exclusion. Today we count more than 530 employees. We offer job security, and we are bound to their training and development. At the same time, we encourage initiatives and voluntarism, and we motivate and support our people to take part in voluntary actions and become active citizens.

We recognize the significance of sustainability as well as our impact on the economy, society, and the environment and this is integrated within our internal procedures and policies while at the same time we make sure that this commitment is communicated to our stakeholders.

Ethics is an integral part of our values and is embedded within our operations and procedures with corporate governance regulations in place to ensure legal compliance within every dimension of our operation.

As proud members of the Global Compact initiative (It is worth mention it, that Uni-Pharma and InterMed are the only pharmaceutical companies among 30 companies in Greece) we are committed to the Ten Principles of the United Nations in terms of human rights, working conditions, the environment, and the fight against corruption. As the Chair of Global Compact Network Hellas, I intend more and more companies to be embraced by the SDG's. In the following COP we present the practices and policies we apply as well as the initiatives we implement to turn our respect and commitment into actions.

In addition, our CSR Strategy adheres to the 17 Goals for Sustainable Development and is a point of reference for our international development strategy and partnerships. We constantly organize initiatives and actions, and we develop partnerships with NGOs and Institutions at both national and international level. And last, but not least, actions that respect and enhance society are always at the forefront, including preventative medical and dental examinations through MISSION of LIFE programme in remote areas; support to the new generation of scientists through AMKE KLEON TSETIS (a non-profit, Institution), Voluntary Blood Donations, actions for our big home – THE ENVIRONMENT and the sea – through the Save the Sea programme and student visits to the Group's new, state-of-the-art factory.

The two pharmaceutical companies Uni-Pharma and InterMed, also places emphasis on research and new generation of scientists through "Science on the Go", OFET's

mobile workshops that travels all over Greece to promote practical science together with educational and academic institutions.

We declare both Present and Active because we are Passionate with our country, with our Potential and because we CAN be actively present in the current global pharmaceutical, health, and business environment, as well as in the next day of our country's growth and sustainability.

It is our duty to build a Sustainable Future for the next generations.

Julia Tsetis, MSc Pharmacist,  
CEO of OFET Pharmaceutical Companies,  
Member of BoD of SEV,  
Chair of Global Compact Network Hellas

## **2. DESCRIPTION OF ACTIONS**

### **Human Rights**

#### **Assessment, policy, and goals**

- Corporate Values
- Code of Conduct and Ethics
- HR Policies
- Health and Safety Manual
- Internal Regulation of Operations
- Health and Safety procedures, policies, equipment, and continuous training
- Awakening" the employees' Health and Safety culture through the "U & I SAFE" awareness campaigns
- U & I safe training programs
- Training Academy/ OFET Academy
- Kleon Tsetis Foundation
- Mission of Life program offering free of charge health services to remote areas of Greece

### **Implementation**

#### **Training of personnel:**

##### Corporate Values

- Code of Conduct and Ethics
- HR Policies
- Internal Regulation of Operations
- Health and Safety procedures and policies - Health and Safety culture, under the LOGO "U & I SAFE"
- Provision of explicit Personal Protective Equipment to all staff, adjusted to each employees' needs.
- Fire-Protection training, first aid trainings.
- Development of "Fire Protection Team" and "Emergency Response Team" with trained employees as volunteers.

- Increase of staff awareness regarding health and safety through volunteering, participation in the above-mentioned Teams, blood donation etc.
- Training Academy/ OFET Academy
- Employee Performance Management and evaluation linked to corporate values.
- Induction Workshop to new employees covering all the above areas.

## **Measurement of outcomes**

### **UNI-PHARMA**

It is important to mention the following information about our people:

- 35% of our people are women
- 13% of our people are located out of Athens
- 45% of our people are workers in the Operations field
- The average duration of stay in UNI-PHARMA is almost 10 years
- 6% of our people hold a post-graduate degree and 26% of them hold a graduate degree
- The average age of our people is 40 years

## **Labour**

Assessment, policy and goals

- Code of Conduct and Ethics
- EFQM Business Excellence Model
- Employee Union
- Internal Regulation of Operations
- European Business Ethics Network EBEN, RMA Model Certification
- Code of Conduct and Ethics
- Internal Regulation of Operations
- HR Policies
- Health and Safety procedures and policies
- European Business Ethics Network EBEN, RMA Model Certification

## **Implementation**

- Code of Conduct and Ethics
- EFQM Business Excellence Model
- Employee Union
- Internal Regulation of Operations
- European Business Ethics Network EBEN, RMA Model Certification
- Code of Conduct and Ethics
- Internal Regulation of Operations
- HR Policies
- Health and Safety procedures and policies
- European Business Ethics Network EBEN, RMA Model Certification

## **Measurement of outcomes**

- EFQM Levels of Excellence Certification
- European Business Ethics Network EBEN, RMA Model Certification

## **Environment**

Assessment, policy, and goals

- Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments, and company goals on environmental protection.
- Bioclimatic orientation of new facilities
- Environmental Policy and Energy Policy
- ISO 14001:2015 Standard and ISO 50001:2018 Standard
- Waste Management
- Integrated Recycling System
- Suppliers Assessment with environmental and energy management criteria
- Best Available Technologies
- EFQM Business Excellence Model
- Supply of state-of-the-art machinery to save energy.
- Environmentally Friendly Production Methods
- Production of eco-friendly products with low environmental footprint
- Materiality review/ Environmental Challenges
- CSR Committee
- CSR Strategy U&I Green Program – increase staff environmental awareness.
- Establishment of Environmental and Energy reduce Action Plans
- Establishment of Environmental and Energy reduction Goals
- Rational use of Natural Resources and personnel trainings
- Natural disaster community support

## **Implementation**

- Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.
- New Bioclimatic Plant

Establishment of Environmental Policy and new Energy Policy

- Continuous improvement through the implementation of ISO 14001:2015 Standard and ISO 50001:2018 Standard
- Responsible Waste Management
- Implementation of Integrated Recycling System per type of non-hazardous waste (i.e. paper, plastic, glass, wood, aluminium, etc.)
- Suppliers Assessment with environmental and energy management criteria
- Use of Best Available Technologies and equipment
- Adoption of EFQM Business Excellence Model
- Reduction and efficient management of all wastewater and waste.
- Use of new “eco-friendly” mechanical equipment with low environmental impact.
- Environmentally Friendly Production Methods
- Materiality review/ Environmental Challenges
- CSR Committee

- CSR Strategy - U&I Green Program – continuous staff training to increase staff environmental awareness.
- Environmental Risk Assessment to reduce the environmental impact.
- Implementation of Environmental and Energy reduce Action Plans.
- Adoption of Environmental and Energy reduction Key Performance Indicators.
- Control of exhaust emissions with the use of disinfectants and filters HEPA to retain the dust.
- “Awakening” the environmental awareness of employees, through environmental awareness campaigns.
- Rational use of Natural Resources to reduce consumption.
- Participation at the Natural disaster community support.
- Cooperation with NGOs to protect the environment.
- Measurement of outcomes
- Description of how the company monitors and evaluates environmental performance.
- The evaluation of Environmental Indicators for 2018 is set out below.

#### **Evaluation of Environmental Key Performance Indicators vs Targets for 2019**

The Environmental Key Performance Indicators (KPI's) of UNI-PHARMA S.A. for 2019 are within the Environmental Targets and more specifically the consumption of Natural Resources (especially the energy and Natural Gas consumption) per unit produced decreased, as planned, in order to ensure the protection of the environment.

The evaluation of Environmental Indicators for 2019 is set out below.

1. Water consumption per unit produced was increased compared to 2018 by 11% and still remains far below the Environmental Target of 2 ml/bt. Therefore, the Environmental Target will be set at 1 ml/bt for 2020.
2. Electricity consumption per unit produced was slightly increased, by 9% compared to 2018, due to the electricity consumed during the revamping project of UNI 1. However, it needs to be decreased to reach the Environmental Target of 0,150 KWh/bt and therefore new staff trainings will be performed to increase the staff environmental awareness regarding the electricity consumption.
3. Consumption of Natural Gas per unit produced was increased, by 21%, compared to 2018, due to the revamping project of UNI 1, but still remains within the environmental target of 0.005 Nm<sup>3</sup> / bt.
4. The percentage of recycled waste to total waste disposed decreased by 16%, but still remains above the Environmental Target of 25%, as a result of increase of the environmental consciousness of the staff.
5. The percentage of recycled waste per unit produced was reduced, by 19% compared to 2018, due to the increase in production. Indeed, this percentage has fallen sharply below the target of 1 gram per unit produced due to the Group's systematic actions and

initiatives related to integrated recycling (ie the sorting of solid non-hazardous waste at source and recycling by type of waste).

6. The Satisfaction of staff from the Company's Environmental Management increased by 1% compared to 2018, but still remains below the target of 90%. New staff trainings will be performed to increase the staff environmental awareness.
7. The liquid waste disposed per unit produced was reduced, as planned, compared to 2018 and even exceeded the target of 1g / bt, due to the Group's systematic actions and initiatives related to the rational management of hazardous waste.
8. The percentage of Out Of Specification waste to total waste was also reduced by 17% compared to 2018, due to the increase in the production and thus in the waste generated. However, this percentage still needs further growth to reach the target. Further staff training will be carried out with a view to informing about recycling, awareness of the workers' ecological consciousness, and the initiatives and synergies that need to be developed to protect the environment.
9. The cost of discarded raw materials expired or found to be out of specification in the warehouse was 0, since no raw materials were discarded during 2019.
10. The percentage of discarded packaging materials per total recycled waste slightly increased by 1% compared to 2018, due to the increase in recycled waste as a result of the Group's systematic actions and initiatives related to the recycling.
11. The contributory benefit of discarded packaging materials that expired or found to be out of specification in the warehouse decreased, by 47% compared to 2018, due to the Group's systematic actions and initiatives related to integrated recycling (ie sorting of solid non-hazardous waste at source and recycling by type of waste), against the Group's rewarding benefit.
12. The cost of disposing of hazardous waste decreased compared to 2018, as planned.

#### **Evaluation of Environmental Key Performance Indicators vs Targets for 2020**

The Environmental Key Performance Indicators (KPI's) of UNI-PHARMA S.A. for 2020 are within the Environmental Targets and more specifically the consumption of Natural Resources (especially the energy and water consumption) per unit produced decreased, as planned, in order to ensure the protection of the environment.

The evaluation of Environmental Indicators for 2020 is set out below.

1. Water consumption per unit produced was decreased compared to 2019 by 15,04% and still remains far below the Environmental Target of 2 ml/bt. Therefore, the Environmental Target will be set at 1 ml/bt for 2021. However, due to the new Water System of UNI 1, the water consumption may increase during 2021, so the Environmental Target will remain the same.
2. Electricity consumption per unit produced was also decreased, by 2,08% compared to 2018. However, it still needs to be decreased to reach the Environmental Target of

0,150 KWh/bt and therefore new staff trainings will be performed to increase the staff environmental awareness regarding the electricity consumption. A new PMS Program was also installed for the recording and measuring of energy consumption.

3. Consumption of Natural Gas per unit produced was decreased, by 8,71%, compared to 2019, as planned and has reached the environmental target of 0.005 Nm<sup>3</sup> / bt.
4. The percentage of recycled waste to total waste disposed increased by 2,36%, but still remains above the Environmental Target of 25%, as a result of increase of the environmental consciousness of the staff.
5. The percentage of recycled waste per unit produced was increased, by 10,20% compared to 2019, due to the increase in production. Indeed, this percentage has fallen sharply below the target of 1 gram per unit produced due to the Group's systematic actions and initiatives related to integrated recycling (i.e. the sorting of solid non-hazardous waste at source and recycling by type of waste).
6. The Satisfaction of staff from the Company's Environmental Management was replaced by the new Environmental Target "noise nuisance complaint", which is set at 0.
7. The hazardous waste disposed per unit produced was increased, as compared to 2019, due to the increase of production after the whole revamping of UNI 1, but exceeded the target of 1g / bt, due to the Group's systematic actions and initiatives related to the rational management of hazardous waste.
8. The production of hazardous waste to total waste was also increased by 51,61% compared to 2019, due to the increase in the production and thus in the waste generated. However, this percentage still needs further growth to reach the target. Further staff training will be carried out with a view to informing about recycling, awareness of the workers' ecological consciousness, and the initiatives and synergies that need to be developed to protect the environment.
9. The cost of discarded raw materials expired or found to be out of specification in the warehouse was replaced by the new Environmental Target: packaging from sustainable raw materials, with a view to perform the suppliers' evaluation with sustainable criteria, including environment and ethical issues, such as measures against child labor, harassment, discrimination in the working environment, in favor of fair trade, etc.
10. The percentage of discarded packaging materials per total recycled waste was replaced by the new Environmental Target: packaging made of recycled packaging, with a view to produce eco-friendly products with respect to the environment, in accordance with the Single-Use Plastic Directive.
11. The contributory benefit of discarded packaging materials that expired or found to be out of specification in the warehouse was replaced by the new environmental target: Reduction of greenhouse gas emissions, in order to be in alliance with the EU Green Deal.
12. The cost of disposing of hazardous waste was replaced with the new Health and Safety Goal: zero accidents at work.

In the framework of the Integrated Quality and Environmental Management System, new Environmental Goals have been set to achieve the circular economy, in the context of the sustainable development and with the aim to reduce the Group's environmental footprint.

The goal of the OFET Group is the use of recycled plastic and in particular recycled polyethylene, within the framework of the European Green Deal.

#### **NEW ENVIRONMENTAL OBJECTIVES 2021 - 2022:**

- Zero annoyance complaints due to noise
- Reduction of use of primary plastic in packages by 50%
- 100% recyclable and reusable packaging until 2030
- Reduction of waste produced.
- Reduction of water waste
- Reduction of gas emissions through electrification
- Product development with recyclable packaging
- New goals for monitoring Greenhouse Gas Emissions will be implemented, in order to detect the Company's carbon footprint.
- New EnKPIs will be implemented through the new Power Management System, with 30 new energy meters located in the chillers, HVAC System, steam generators, air compressors, lighting, generators, PPC Central meters, etc.
- Zero accidents at work.

#### **Anti-Corruption**

- Description of policies, public commitments
- Reporting and Disciplinary Measures
- Strong Accounting Controls
- Third Party Due Diligence
- Training of employees in business of ethics
- Internal Controls
- Code of Conduct and Ethics
- Internal Regulation of Operations
- Suppliers Selection Policy
- Legal Department

#### **Company goals**

- Continue to strengthen the culture of reporting of concerns and breaches.
- Ensure that all employees have completed training in business ethics, focusing on anti-corruption.
- Ensure that potential risks are periodically researched, analysed and addressed.

#### **Implementation**

- Company regulation through which our company has established disciplinary measures to penalise non-compliance.
- Channels of communication where employees are free to report offences and share information on irregularities among employees and third parties.



- Internal and external accounting controls to ensure the reliability of financial statements as well as those books and records are accurate and complete.
- Due diligence on suppliers and third parties, especially before awarding and renewing contracts.
- Clear and detailed code of conduct which is communicated to all employees and third parties.
- Training of employees to the Code of Conduct and Ethics as well as the
- Internal Regulation of Operations
- Induction Workshops to new employees
- Weekly employee reporting with special area for suggestions/ problems occurring.
- Communicating the code of conduct and ethics to our stakeholders