

Siegfried's Safety, Health and Environment Policy (SHE)

Siegfried is a worldwide manufacturer of active pharmaceutical ingredients (APIs), intermediates, medicinal (drug) products, food additives, and medical devices. We contribute to the health and well-being of the world's population.

Siegfried is committed to excellence and leadership in **protecting the health and safety of our employees, our customers and the public** as well as the **environment**. Our objective is to reduce injuries to our employees, reduce waste and emissions to the environment, and to assist in increasing the awareness of safety, health and environmental (SHE) issues with our employees, contractors, customers and the public.

We strive to **identify, minimize and manage the risks** from our processes, products and at our workplaces. We apply and maintain **state-of-the-art technologies** and operations. We **communicate consistently** our SHE performance to all employees as well as annually to the shareholders and the public.

We are committed to **comply with all applicable governmental and local programs** (as applicable), such as Responsible Care and ChemStewards® and the legal and internal SHE requirements. We have established and maintain environmental management systems designed to ensure compliance with SHE requirements by incorporating these requirements into our busi-

ness practices. Our production facilities are regularly monitored by the regulatory authorities for compliance with legal requirements.

We strive to **minimize adverse impacts to natural resources** including air, soil, and water through **pollution prevention, recycling, reuse, and energy conservation**. By successfully implementing pollution prevention at its source or recycling, reusing and conserving energy as much as possible, we can achieve sustainable improvements, cost savings, increase operational efficiencies, maintain a safe and healthy workplace for our employees and minimize the effects our facilities have on the environment.

We believe that following the SHE requirements is **everyone's responsibility**. Accidents and critical situations can be avoided, whether at work or in spare time. Everybody actively **supports a culture, which strives for zero accidents** and environmental incidents. We are committed to include **pollution prevention and energy conservation in the design of all new products, facilities and services**.



Wolfgang Wienand
Chief Executive Officer



Wolfgang Hacker
Head Corporate Compliance