# Site Policy

We, Evonik Rexim, consider the safety, health, and well-being of our employees, visitors, and local communities, the protection of the environment and the quality of our products, as well as the control of our energy consumption, to be fundamental requirements.

In this spirit, we conduct our activities in accordance with the principles of the Responsible Care Commitment, a global chemical industry initiative based on the continuous improvement of health, safety, environmental, and ethical performance.

We are committed to conducting our activities responsibly, ethically, and sustainably in order to meet our customers' expectations, protect people and the environment, contribute to the development of our employees, and create sustainable value for all our stakeholders.

To achieve these objectives, Evonik Rexim operates in accordance with the site's mission and, in particular:

- In compliance with applicable legal and other requirements, applicable regulations, and BL Health Care directives;
- In compliance with cGMP, ICH Q7, ISO 9001, ISO 14001, FSSC 22000 standards, as well as Halal and Kosher requirements;
- By implementing the principles of the Responsible Care Commitment, we strengthen the transparency of our activities;
- By pursuing a continuous process improvement approach, systematically analyzing deviations, and challenging our standards;
- By maintaining an effective quality system while respecting the principles of impartiality, objectivity, and confidentiality defined in our Code of Conduct;
- By ensuring the availability of the information and resources necessary to achieve defined objectives and targets;
- By giving preference to the purchase of energy-efficient products and services and to design activities aimed at improving energy performance;
- By assessing and reducing potential risks;
- By promoting a strong prevention culture aimed at zero accidents, preserving the physical and mental health of all individuals, and continuously improving working conditions;
- By ensuring compliance with ethical principles, including integrity, transparency, impartiality, confidentiality, respect for human rights, and the prevention of all forms of discrimination and harassment;
- By fostering diversity, inclusion, equal opportunity, and the development of our employees' skills through training, dialogue, and individual involvement;
- By reducing the environmental impact of our activities by limiting atmospheric emissions, energy and water consumption, waste generation, and the use of natural resources;
- By making a positive contribution to the sustainable development of our region.

Our main strategic priorities are to provide customers with products of consistent quality that ensure food and pharmaceutical safety for consumers and patients, as well as high-level services. We manage and optimize our processes to reduce waste generation and energy and water consumption, thereby contributing to the improvement of our environmental impact.

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This ambition is founded on the active participation of each of our employees.

**Stéphane Ameille**
*Site Director*

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