



## **Guideline**

**Vetter Pharma-Fertigung GmbH & Co. KG**

**Vetter Pharma International GmbH**

**Vetter Holding GmbH & Co.KG**

– hereafter referred to as “Vetter” –

regarding

**EHS Policy**

As a globally operating supplier for the international pharmaceutical and biotech industries, Vetter is obligated to comply with numerous laws and regulations governing occupational health and safety and environmental protection as well as the use of energy.

For us at Vetter, maintaining a healthy and secure workplace for all staff members and recognizing our responsibility for the environment have high priority.

Our customers also place great demands on us in the area of Environment, Health and Safety (EHS). The compliance with the Pharmaceutical Industry Principles for Responsible Supply Chain Management goes without saying for us.

Occupational health, safety and medicine as well as material, waste and energy management are only a few of the issues in which Vetter is permanently engaged.

Our efforts are aimed at a seamless occupational health and safety, environment and energy management that takes into account economic and ecological issues in equal measure. Therefore, our obligations towards the environment also form part of the Vetter mission statement.

In addition, the Vetter *Code of Conduct* describes the core principles to which we are committed and which define our daily actions. It describes the values for which we stand and serves as guideline for ethical decisions in every respect.

With our certified EHS management system, which we use at all our sites without exception, we ensure the compliance with all binding obligations as well as the achievement of the objectives we set ourselves for the continuous improvement of the protection of people and the environment.

### **Openness Is Part of our Responsibility**

For us, a constructive attitude towards transparency and an open dialog with third parties about our EHS policy and its implementation is a matter of course.

### **Preventive Occupational Health Care**

An efficient safety and environmental management decisively reduces risks for staff members and the environment. Such management is not only about avoiding the costs resulting from possible damage. It is rather about protecting the health of our staff members. Therefore, in addition to Company Physician Services and comprehensive programs on occupational health and safety, there is a wide range of preventive actions on offer to strongly promote the health consciousness and the health of our staff members.

### **Responsibility on All Levels**

In embracing our responsibility, we have implemented an adequate EHS organization in the company. All important decisions regarding occupational health and safety and environmental protection are made by a steering committee consisting of various experts. If necessary, the steering committee also defines preventive and corrective actions.

The executives at Vetter are responsible for implementing the actions in the different divisions and at the respective sites. Specialist officers support them in this task. In addition, staff members from different operating areas are directly involved in the implementation. They are trained accordingly and act as safety officers, energy officers, company paramedics and first-aid providers. Apart from that, some staff members are actively involved in on-call services.

The staff members are aware of their tasks and personal responsibility when it comes to preventing accident risks, health impairment and environmental damage and pay particular attention to the consumption of resources.

Moreover, Vetter staff members have the chance to proactively submit their improvement suggestions for EHS and are involved in EHS topics via representatives in various committees.

### **Audits | Internal and External**

At Vetter, we take the frugal use of natural resources very seriously by keeping it within the limits possible for us. We make sure that our sites, products and production processes comply with all legal and customer requirements.

In order to identify improvement potentials and to ensure the effectiveness of our EHS system, regular audits of property insurers and customers take place in addition to internal inspections. The results of these audits serve to continuously improve our processes and systems – also with respect to their energy efficiency.

### **The Protection of Resources Concerns Us All!**

We use resources (raw materials, energy and water) sparingly. We limit environmental impacts – such as emissions, noise, waste or wastewater – to an economically justifiable minimum.

We want to combine efficient and safe work methods with the ecological and cost-effective use of energy. Our objective is to reduce our energy consumption through energy-conscious behavior, thereby contributing to the protection of the environment and minimizing our costs at the same time.

The Vetter management expects all staff members to be cooperative and supportive of this effort. Every new staff member is informed comprehensively about our EHS guidelines and objectives. We consciously involve staff members from all divisions directly in the process. This is the only way to steadily move towards our objectives of optimized occupational health and safety as well as environmental and resource protection.

We also aspire to involve our suppliers and service providers in our goals.

### **Energy Efficiency**

Our energy consumption and the resulting emissions have the greatest influence on our environment. Increasing energy efficiency is therefore especially important to Vetter. The continuous tracking of energy data serves as the basis in this pursuit.

Specifications for energy-consuming processes and guidelines for procurement and product, process and site development allow Vetter to reconcile the goal of increasing energy efficiency with the requirements for highest product quality by using state-of-the-art technology.

### **Environmental Aspects**

We inform all staff members about essential environmental aspects such as water consumption, use of energy, waste accumulation and emissions. The specialist officers may provide more detailed information on these topics in training sessions and individual counseling. This procedure ensures that concrete objectives and actions for environmental and resource protection are implemented in all divisions and at all levels of the company focusing on avoiding and reducing environmental damage.

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