



## Objectives of the general policy on Corporate Social Responsibility

The **ROVI** Pharmaceutical **GROUP** of companies (hereinafter the Group or ROVI) is a group made up of companies dedicated to the research and development of medicines and medical devices, to the manufacture of active principles, to the manufacture and marketing of medicines and medical devices in all its pharmaceutical forms, as well as the manufacture of pressotherapy garments.

### **Objectives of the corporate social responsibility policy and support instruments**

All the companies forming the **ROVI GROUP**, being aware of the improvement in health that our products provide, want to respond to certain social demands in relation to the impacts of our activities on society and the environment.

Therefore, the economic development of **ROVI** must be compatible with our ethical, social, labour, environmental and human rights respect behaviours.

The knowledge, dissemination and implementation of these values, which express the commitment of the **GROUP** in matters of business ethics and corporate social responsibility, serve as a guide for the actions of the Board of Directors and other bodies of **ROVI GROUP** in their relationships with interest groups.

The support instruments developed by ROVI GROUP are, in addition to this Corporate Social Responsibility Policy, the Integrated Management Policy (Environment and Safety and Health at Work), the Code of Ethics and the Annual Corporate Social Responsibility Report. These instruments, put into practice, must:

- a. Favour the achievement of strategic objectives.
- b. Improve the Group's competitiveness by assuming management practices based on innovation, equal opportunities, productivity, profitability and sustainability.
- c. Responsibly manage the risks and opportunities derived from the evolution of the environment, as well as maximize the positive impacts of its activity in the different territories in which it operates and minimize, as far as possible, the negative impacts.
- d. Foster a culture of ethical behaviour and increase business transparency to build credibility and trust among stakeholders, including society as a whole.
- e. Promote relationships of trust and value creation for all its stakeholders, giving a balanced and inclusive response to all of them.

### **Corporate strategy and practices or principles of action**

For all these reasons and in order to adequately develop these objectives, the following general and specific principles of action have been established.



## GENERAL PRINCIPLES OF ACTION

For the achievement of the objectives indicated within in the scope of corporate social responsibility, **ROVI GROUP** adopts the following general principles of action:

- a. Comply with the **CURRENT LEGALITY** in the places where our companies are located.
- b. Support, through its adoption and dissemination, the integration of the principles of **United Nations Global Compact**, as well as other international instruments, especially in the fields of human rights, working practices, environment and the fight against corruption.
- c. Follow the guidelines of the **ETHICAL CODE**, which includes ROVI's commitment to the principles of business ethics and transparency in all fields of action and regulates the responsible behaviour of all Group professionals in the development of their activity.
- d. Favour free market practices, rejecting any type of illegal or fraudulent practice, implementing effective mechanisms for the prevention, surveillance, and punishment of irregularities.
- e. **COMMITMENT TO TRANSPARENCY** as a way of transmitting trust and credibility within interest groups. This shall include:
  - a. Disseminate relevant and truthful information to stakeholders, complying with the legal requirements for public information that may exist.
  - b. Prepare and publish financial and non-financial information, using, in the latter case, some of the internationally accepted methodologies, and submitting it to the internal and external verification processes that are deemed appropriate and that guarantee its reliability and encourage its continuous improvement.
- f. **PROMOTE COMMUNICATION ROUTES AND DIALOGUE**, as well as promoting the Group's relationships with its shareholders, investors, employees, customers, suppliers and, in general, with all its group of interest. In this way, it contributes to achieving a harmony between business values and social expectations, adapting, as far as possible, the Group's policies and strategies to its interests, concerns and needs, using all the communication instruments available, such as the direct contact and the corporate website of the GROUP.
- g. **CONSERVATION AND PROMOTION OF THE ENVIRONMENT** .ROVI develops its activity under the firm commitment to contribute to sustainability from an environmental perspective, materializing this commitment through the integration of the environment in the different business areas, the preservation of biodiversity, the prevention of pollution, the management efficient use of resources and adaptation and mitigation of climate change, in accordance with the provisions of the Group's Environmental Policy.
- h. **FISCAL RESPONSIBILITY: The taxes that ROVI pays in the place** where they carry out their activity constitute the main contribution of the Group companies to the support of public charges and, therefore, one of their contributions to society.



## PRINCIPLES OF ACTION IN RELATION TO THE MAIN STAKEHOLDERS

### WITH CUSTOMERS AND PATIENTS: Offer a service based on quality and experience.

Customers and patients are the foundation of the business, including the potential customer, and therefore **ROVI GROUP** assumes the following commitments:

- a. Betting on innovative drugs as a growth engine for **ROVI**.
- b. Pay special attention to the protection of the health and safety of our clients and patients throughout the life cycle of our products, through strict compliance with applicable legislation.
- c. Maintain due confidentiality in the treatment of their datas.
- d. Manage and solve their queries and claims in the shortest possible time.
- e. Monitor the customer experience, through surveys that measure their satisfaction and other means and systems that allow active and permanent listening to the customer in all those processes and operations in which the customer is related to the company.
- f. Maintain adequate and efficient communication channels, using the means that best adapt to this.
- g. Respect and comply with the rules that regulate communication and marketing activities and assume the voluntary codes that give transparency and veracity to said actions.

### WITH EMPLOYEES: Generate enthusiasm and facilitate training and motivation

**ROVI GROUP** has a Code of Ethics, which establishes the rules that must govern the behaviour and action among employees in their relationship with third parties. In addition, it promotes a work environment based on an environment of trust and mutual commitment, which implies:

- a. Respect human and labour rights safeguarded in national and international legislation.
- b. Guarantee the right to effective equality of opportunity and treatment for all workers allowing them, without exception, to develop personally and professionally.
- c. Promote the establishment of remuneration conditions that guarantee a living wage, recognizing the performance and contribution of employees in the results of the company.
- d. Achieve an optimal level of job security, and achieve a working environment that allows ROVI professionals to carry out their work in the best physical, mental and well-being conditions.
- e. The prohibitions listed below:
  - o Child labour.
  - o The need of the employees having to leave, in custody, their identity documents when starting the employment relationship, or paying the company as condition for employment.
  - o Discrimination based on sex, religion, disability or sexual orientation.
  - o Corporal punishment, physical or mental violence and verbal abuse of workers.



- Withholding of wages to workers.
- The retention of the worker outside their hours and ensuring that the employment relationship ends, as long as it is notified, with reasonable time.
- *The involvement of ROVI staff in human trafficking.*

### **WITH SHAREHOLDERS AND INVESTORS: Create more value in a sustainable way over time**

**ROVI** believes that the relationship with shareholders and investors, in addition to being based on trust, must aim to create sustainable value. In this sense, in accordance with the corporate governance recommendations, the ROVI Board of Directors will be guided by the corporate interest, understood as the achievement of a profitable and sustainable business in the long term, which promotes its continuity and the maximization of the economic value of the company. Furthermore, ROVI is committed to promoting the informed participation of shareholders in general meetings, giving all of them similar treatment.

### **WITH SOCIETY AND THE ENVIRONMENT: Actively contribute to social progress and protect the environment.**

**ROVI** is committed to economic and social development of the areas in which it carries out its activity, and for this reason:

- a. It assumes the impact that its activity generates in society, evaluating and managing non-financial, ethical, reputational, social and environmental risks.
- b. It is committed to those initiatives or social activities that benefit society.

In this sense, **ROVI** considers that its priority areas of social action are: improvements in disability, health promotion, the environment and corporate volunteering. For the development of its fields of action **ROVI** establishes collaborations with public or private entities.

As a pharmaceutical group, **ROVI** cares about the environment as an essential basis for its actions. Together with the principles of quality and occupational safety, for the protection of our employees, they are the pillars on which we base the principles of management of our activity.

**ROVI** It develops its activity under the firm commitment to contribute to sustainability from an environmental perspective, materializing through the prevention of pollution, the efficient management of resources and the promotion of environmental responsibility in accordance with the provisions of the Environmental Policy of the Group.

### **WITH SUPPLIERS: Find in ROVI an ally for mutual benefit**

It is essential to ensure a supply chain that respects the principles of corporate social responsibility assumed by the **GROUP**. For this reason we are committed to **promote values** related to Corporate Social Responsibility, among **our suppliers and subcontractors of goods and services**, *with*



*special emphasis on compliance with legislation, as well as a commitment not to be involved in human trafficking.*

### **WITH THE ADMINISTRATION: Create ways of collaboration with the administration**

The observation of the requirements demanded by the Health Agencies makes ROVI a reliable supplier of quality active ingredients, medicines, medical devices and cosmetics. The industrial development, manufacture and supply of these products, as well as the supply of units for clinical trials, is always carried out in an environment of strict compliance with all the legal and regulatory requirements that apply to our activities as well as the Authorizations granted by the Health agencies.

## **MECHANISMS FOR MONITORING THE RESULTS OF THE PRACTICES ESTABLISHED IN THIS POLICY**

The ROVI Management Committee has the power to design, evaluate and generally review this Corporate Social Responsibility Policy. This Policy will be developed and complemented by the different policies approved in the Group that are directly related to the general and specific principles of action established.

It will be the Social Responsibility Committee, a permanent internal body, entrusted with informing, advice and makes proposals within its scope of action, which, acting in accordance with the established competences, reports annually to the Management Committee and the Appointments and Remunerations Committee and ROVI on the degree of progress in compliance with the CSR Policy and strategy.