



# Sustainability Policy

**We, as an animal health company, are dedicated to improving the performance, health, and welfare of livestock animals, enhancing food safety, and protecting our environment to benefit society at large.** It is our mission to help our customers around the world to maximize the health and welfare of their animals. We fully recognize our responsibility throughout the supply chain from fermentation strain to farm and beyond.

We are shaping livestock solutions to ensure safe, affordable, and sustainable food. Our vision of the importance of supplying safe food for today's global population while protecting the environment is what guides our actions. In addition, our focus on vaccine production contributes to combat antimicrobial resistance and helps to ensure the responsible use of antibiotics.

As a multi-national company, we understand that Huvepharma's stakeholders rely on our contribution to today's salient issues. We strive to run a sustainable business, such that generates its profit in a way that is compatible with the protection of the environment and the needs of society.

Huvepharma's sustainability policy constitutes a comprehensive and company-wide approach to integrate the company's values focusing on key areas of activity and impact:

**Our Products:** The quality, safety, and sustainability of the products we offer are a priority for us. Our products are designed, developed, and manufactured in a way that ensures their quality, and continuous control protocols aim to eliminate and minimize risks associated with biological, chemical, and physical hazards. Production processes are fully documented and effectively controlled by industry standards and company-wide operating procedures. We use raw materials consciously and efficiently, applying the principles of the circular economy for the effective management of various types of material flows. We are driven by technological progress and innovation in production and sales.

**Our Employees:** Sustainability means offering our employees the best corporate environment in which they can confidently engage with our goals and values, understand and see their own contribution and take responsibility for achieving their goals, and enjoy success. Not only do we ensure a safe working environment and fair appraisal, but we also offer competitive remuneration and encourage the professional and personal growth of our people.

**Our Environment:** We are constantly working to develop our manufacturing facilities, processes, and technologies in a responsible way. We invest in improving key business processes. We focus on the efficient use of energy and natural resources in our everyday activities and encourage similar initiatives among our partners and society at large. We implement policies, practices, and low-carbon technologies to reduce carbon emissions and support the fight against climate change.



**Our Communities:** Knowing and understanding the needs and priorities of the communities in which we operate is our strength. It is this which has enabled us to be present on the market for so many years, constantly growing our expertise and network. We create opportunities for small and medium business development and for the implementation of projects to improve the quality of life in the regions. We successfully cooperate with external stakeholders ranging from non-governmental organisations to local authorities and state institutions.

**Our Partners:** We continuously work to maintain and develop long-term, fair, and transparent relationships with our partners and suppliers. By building trust within the supply chain and beyond, we can deliver benefits to our customers, partners, society, and the environment. We encourage our suppliers and customers to share the Company's values and goals in terms of social well-being and environmental protection.

We, at Huvepharma, are committed to managing our impact on the world's sustainable development by setting and pursuing goals, implementing good practices and innovative processes, measuring results, and striving for continuous improvement.