



Health, Safety and Environment Policy (H.S.E.) MacoPharma

Macopharma, as part of its daily operations, will not only undertake to **comply with the applicable HSE regulations** to which it is subject, but will also strive to go above and beyond its Legal and Regulatory obligations to constantly improve and become a benchmark in this area.

MacoPharma undertakes as part of its sustainable development policy to:



Integrate the **HSA criteria** into the life cycle of our **new products** from the **design stage** in order to mitigate any potential impacts.

Optimise the **consumption of natural resources** relating to our activities, **recognise our ultimate losses** and **prevent accidental pollution**.

Involve our **employees** in the development of our HSE culture through a consultative and participatory approach.



Reduce and control the **exposure** of our staff to **internal risks** or **external risks** in order to reduce impact on their health.

Select and assess our external stakeholders and partners according to our HSE requirements.



Train and raise the **awareness of our staff** and **external stakeholders**, in order to develop **best practices** for the **prevention of accidents, damage to health and damage to the environment**.



Raise the **awareness of users** of our products on the preferred channels for the **end-of-life of our products**.

Communicate and take into account the **challenges of our stakeholders** in relation to our activities namely, our staff, our customers, our external stakeholders, our suppliers, our supervisory authorities etc.

The Management team undertakes to implement the necessary measures for the **continuous improvement** of the HSE Management System.

Tourcoing, September 25, 2024

Caroline HERNU
Managing Director