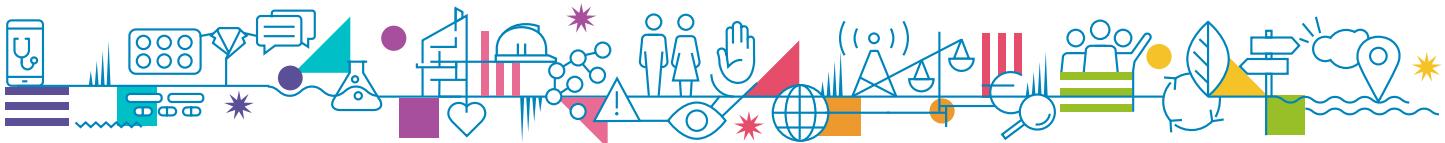


Servier Group EHS Policy



In accordance with our Ethical Charter and values, and as part of our Corporate Social Responsibility (CSR) approach, Servier Group is committed to ensuring a safe and healthy working environment that contributes to the development of our employees, while also contributing to the protection of the environment. Our Environment, Health and Safety policy (EHS) defines the following principles, applicable to all Group sites and employees:

- We comply with the laws and regulations in effect wherever our Group operates, and we undertake to supplement them, if necessary, with specific requirements to ensure that as many people as possible benefit from EHS best practices. We provide the competent authorities with the information required by applicable regulations, whether in terms of declarations, permits requests or alerts relating to our activities and products.
- The health and safety of our employees and the protection of the environment are real priorities. Our operating models aim to ensure a work environment that is thought out and organized around these priorities.
- Everyone takes an active part in their own safety and that of others. Each employee, at all levels, must be exemplary and be rigorous in risk prevention while performing their duties.
- In all countries where the Group operates, we voluntarily reduce any form of environmental impact of our sites through the management of our waste and emissions. We are implementing a low-carbon strategy based on a policy of reducing and offsetting our greenhouse gas emissions. We implement action plans and control measures to monitor and limit our consumption of energy and natural resources.
- We periodically assess health, safety and environmental risks and take appropriate measures to reduce them throughout our activities. Every project must include a risk assessment to decrease its impacts on the ecosystem.
- We are committed to defining performance targets relating to health, safety and environment, to set up an appropriate management system and to periodically evaluate its implementation and effectiveness.
- We set up systems designed to anticipate and manage risks and accidents and to capitalize on feedbacks in order to ensure continuous improvement and prevention.
- In terms of health, safety and environment, we are constantly developing transparent relationships and dialogue with our stakeholders and encourage our suppliers and partners to adopt a continuous improvement approach.
- We are committed to implementing the human, technical and organizational resources necessary to comply with the principles of this EHS Policy.



Nicolas BOUTS

Senior Executive Vice-President Human Resources

