



GEDEON RICHTER

SUSTAINABILITY POLICY

Founded in 1901, Gedeon Richter Plc is a Hungarian-based, European multinational pharmaceutical company that operates under Hungarian management without any foreign strategic investors. The Company's daily activities are informed by more than 110 years of company culture, whose foundations were laid down by the company's founder, Gedeon Richter.

Gedeon Richter Plc devotes particular attention to complying with the fundamental requisites of social responsibility. The Company operates internal processes through which it promotes social, environmental, ethical and human rights values in its business activity and in close cooperation with stakeholders.

The management of Gedeon Richter Plc is responsible for sustainability performance while the lower management, supported by the former, are expected to contribute to the Company's sustainable operation.

Gedeon Richter Plc is committed

- to offering consumers the best and most recent products – at a price that allows for the Company's sustainable operation – as a result of its high-level research activity;
- to treating drug safety as a high priority area whose purpose is to ensure the conditions for the safe use of drugs for both physicians and patients. In order to do this, the Company operates a quality assured pharmacovigilance system;
- to reducing the impact of its operation on the environment. In order to achieve this, environmental considerations are built into the research and development activities, operating processes and capital expenditure decisions. In order to reduce environmental risks, it operates an environmental management system; and it periodically updates its energy supply policy in order to ensure sustainable and secure energy supply;
- to operating in a way that, on the one hand, supports its employees' development by providing them with every opportunity to acquire professional and competence-based knowledge and, on the other, promotes, through the sponsoring of health and education projects, the development of human resources in the broadest sense, which represents potential value for the entire society;
- to providing its employees with proper working conditions;
- to organising and operating instructional, training and screening programmes to educate a wide range of social groups about health and make them more health conscious;
- to demonstrating ethical conduct that eschews corruption and complies with the Company's values in order to ensure that the Company operates in a way which creates sustainable value that provides long-term benefits for the entire society;
- to creating and operating extended, sustainable group-level mechanisms and tools for the operation of the Company's international subsidiaries;
- to publishing a report adopting responsible corporate governance recommendations on issues affecting the Company's operation;
- to remembering to strike a balance between responsibility and competitiveness in the course of its operation.

Budapest, 2016


William de Gelsey
Chairman


Erik Bogsch
Managing Director