



2023

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Report**

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01 Message from the CEO



Message from the CEO

**We share one world.
We share one planet.
We are all one.**

Improving the health of people, animals and plants, while also protecting the world we live in, is part of Bioiberica's philosophy. We are fully aware of the interconnections between ecosystems and that **the well-being of each and every individual is bound to our collective well-being**. We know that by responding collectively to our world's health needs, we will be able to create a future in which all life can flourish in harmony.

This is why we embrace the concept of **one health**. All our efforts in research, every innovation project and every business goal focus on a single objective: **to take care of life from a scientific perspective**. This philosophy informs everything that we do, giving each step that we take a purpose.

Our passion for life and commitment to scientific excellence has led us to become **world leaders in the production of heparin and to be a benchmark company in the manufacture of active pharmaceutical ingredients**. In doing so, we continue to provide agricultural solutions to counter plant stress and to increase crop yield and quality, and to continue to come up with scientific solutions for the health of pets and innovative ingredients for animal food.



Message from the CEO

For a healthier and safer world

One health rests upon another cornerstone: sustainability. We are a company driven by respect and care, **which gives us an intrinsic sense of responsibility**. We have undertaken different initiatives to honour our promise to provide constant support to all kinds of life on Earth. We have signed the SBTi Commitment Letter. We will continue to reduce the carbon footprint to up to 42% by 2030. Our electricity will be 100%-renewable by 2024 and we will be carbon-neutral by 2050. These aspirations also echo the United Nations Sustainable Development Goals. More particularly, we include SDG 6 (clean water and sanitation) and SDG 13 (climate action).

Commitment to environmental responsibility is deeply rooted in our company and is based on a circular economy model. We leverage every last item of raw material that we use to forge a waste-free future.

But we cannot do this alone. Bringing about transformative change calls for collaboration. With a united vision, the life sciences sector will continue to have a positive impact on health, pushing towards a brighter future.

'Sustainability is not just a trend in the health sciences sector; it is a powerful path towards progress.'

Luis Solera, CEO of Bioiberica



02 We take care of life through science

BIOIBERICA is a global company operating in the life sciences sector that is steadfastly committed to improving the health and well-being of people, animals and plants.



Leaders in the production of the **Heparin Active Ingredient**

More than 45 years of experience endorse us, thanks to our leadership in the production of the Heparin Active Ingredient and our specialisation in the research, production and marketing of molecules with a high biological and therapeutic value for the pharmaceutical, nutraceutical, veterinary, animal nutrition and agricultural industries.

Bioiberica is a global company that markets its products in **over 80 countries**.

All in all, we have **eight international sites in Spain, Italy, Poland, Germany, the United States and Brazil**, comprising a team of more than 350 professionals to offer a portfolio of over 100 products.



+45

years of experience



+350

professionals



+100

products in our portfolio





Leaders in the production of the **Heparin Active Ingredient**

Committed to science, excellence, safety and sustainability

Bioiberica belongs to the **German group SARIA**, and thanks to its vertical integration, the traceability, control and quality of all the company's products, as well as the supply of raw materials, are guaranteed.

We are curious by nature and are constantly exploring new horizons.



Science



Excellence



Safety



Sustainability



03 Global presence



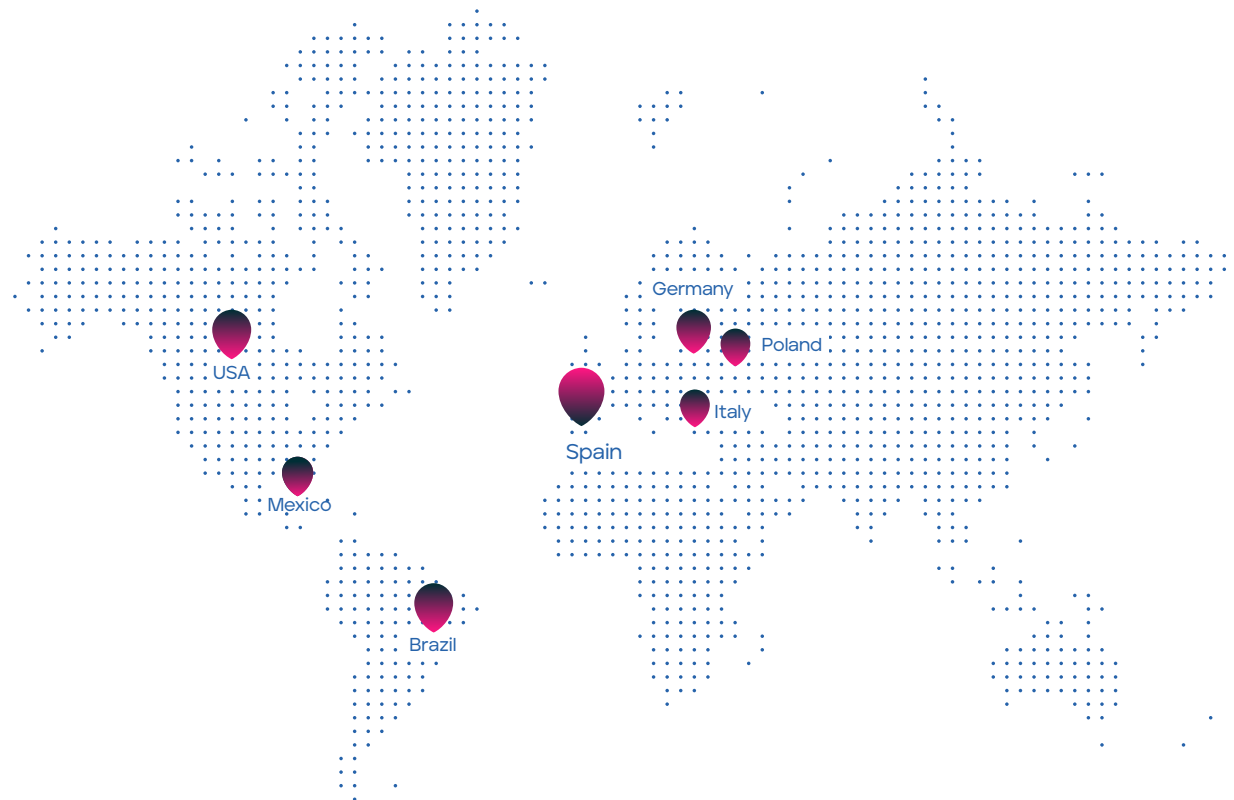
Global presence

1975



b Bioiberica

Our beginnings date back to 1975, when we began to investigate and produce the active substance **Heparin**, the most-used anticoagulant in the world that **saves more than 100 million lives every year**. Since then, we have been renowned for our specialisation in the research, production and marketing of molecules with a high biological and therapeutic value.



Corporate
offices and production facility
Palafolls, Catalonia Palafolls, Cataluña

Production sites Spain, Germany, Poland, Italy,
the USA, Brazil, Mexico.



Global presence

Our subsidiaries

Sustainable Development Goals (SDGs) certification began at our sites in Pala-folls and Esplugues de Llobregat, since they are our head offices in Spain. The data contained in the report refer to these two sites.

We intend to secure **Certification of our CSR Management System**, which is aligned with the Sustainable Development Goals (SDGs), at our external facilities. This will be implemented progressively over the coming years in accordance with the commitment to the 2030 Agenda approved by the United Nations in September 2015.

Bioiberica Nebraska Inc/Biotee USA Inc
1660 R St, Geneve, NE 68361, United States

Biotee Sul America
R. dos Caigangues, 943 - Serrinha, Palmas - PR, 85555-000, Brasil

Bioiberica GmbH
Aurea 4, 33378 Rheda-Wiedenbrück, Germany



Bioiberica Nebraska Inc/Biotee USA Inc



Biotee Sul America



Bioiberica GmbH

04 Our figures



Our figures



20M
people

benefit from our pharmaceutical and nutraceutical ingredients every year.



100M
animals'

nutrition and health have been improved thanks to our ingredients.



2,5M
hectares

of agricultural crops apply our plant health solutions.



+350
employees



9
production sites worldwide



+80
countries market our products

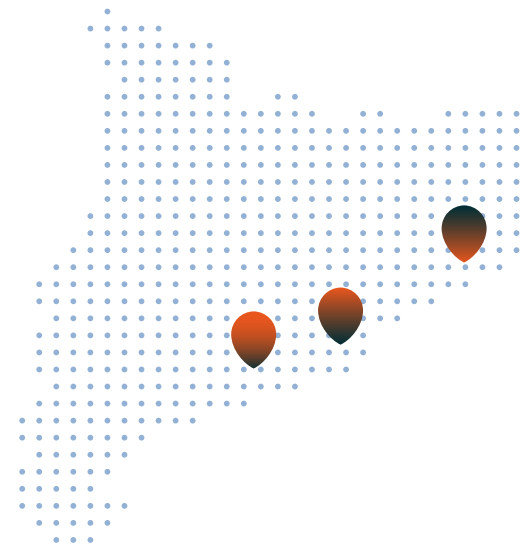


+100
products in our portfolio

05 Where we are



Our sites



We undertook the certification of our CSR system, aligned with the Sustainable Development Goals (SDGs), at our main sites in Spain: our manufacturing centre of excellence in Palafolls, our corporate offices in Esplugues de Llobregat and our Heparin purification plant at the industrial facility of Olèrdola.



Palafolls Industrial Facility

Headquarters

Industrial and services area
C/ Antic Camí de Tordera, 109-119
08389 - Palafolls (Barcelona)



Corporate Offices Esplugues de Llobregat

Corporate and commercial offices
Av. Paisos Catalans 34, planta 2ª
08950 - Esplugues de Llobregat
(Barcelona)



Olèrdola Industrial Facility

Industrial area
Avinguda del Cadí, 43-49
Polígon Industrial Sant Pere Molanta
08799 - Olèrdola (Barcelona)



06 Purpose, Vision and Values



Purpose, Vision and Values

We are, first and foremost, life, which we place before every action, every initiative, every solution. Because life is the origin of the known and the unknown, it drives us, it moves us, it gives meaning to our daily determination to progress and to give of our best. And none of this would be possible without the science that underpins our work, that makes us stronger, that enables us to break down barriers, cross borders, brings the future forward, and also brings us closer to the world around us. One planet, one home, one for which we have a deep commitment and respect, which must be cared for, but also protected, which has given us a great deal and to which we are also indebted.

Bioiberica fully realises that the **quality and safety of our products**, respect for the environment and the application of **principles of energy efficiency, safety and people's health and well-being** are the foundations of our day-to-day work.

**For a
healthier
and safer
world.**



For a
healthier
and safer
world.

Purpose, Vision and Values

Health and safety, production excellence, sustainability, and trust and commitment are the way we are and the way we do things, and are the cornerstones of our success

To be worldwide leaders in the manufacture of natural active pharmaceutical ingredients.

Thanks to our unique business model, and with the backing of our experience, innovation and the commitment of our team of professionals, Bioiberica seeks to continue to expand to ultimately become the **world leader in its area of activity.**



Purpose, Vision and Values

Our corporate values

Trust

We offer **safety and support** to each and every client and person. And we believe in our own potential thanks to collaboration. Because our talent, ideas and initiatives are the best path towards building a better society.

Commitment

We are staunchly committed to our clients, our teams and our planet. This bolsters our active role in developing **solutions that make us a cut above the rest and allow us to advance**. This is all underpinned by our passion and belief in life.

Proactiveness

We make things happen. We are one step ahead, always trying to ask the right questions to hit upon the right answers. **Our curiosity drives us forward every day.**

Respect

A feeling, a conviction, kindled deeply within us the moment that we are born. Because respect means understanding, and understanding leads to action, **placing life before everything in order to protect it and improve its reality.**



07 Business Units



3 Business Units

One Animal Health



We take care of our animals by means of scientific evidence-based solutions that improve their health and well-being.

One Plant Health



We contribute to progress in agriculture by conceiving sustainable solutions to overcome plant stress, increase crop yields and improve the latter's quality parameters.

One Human Health



Since 1975, we have been developing biological molecules with a high therapeutic value that improve people's health and well-being.

Active pharmaceutical ingredients

Your trusted partner

We are a world benchmark in the research, production and marketing of natural-origin APIs (Active Pharmaceutical Ingredients) such as heparin, thyroid extract, chondroitin sulphate and glucosamine, which we manufacture to the strictest quality and safety standards.

We are experts in our field, and provide the analytical expertise, quality assurance and regulatory affairs support and market experience needed by pharmaceutical manufacturers to expedite the development of new products and thereby **improve the health and well-being of people** the world over. What is more, our production capacity and our vertically-integrated supply chain model guarantee the **utmost traceability, safety and sustainability of our natural-origin APIs**.

This makes us much more than a mere manufacturer and supplier of active pharmaceutical ingredients: we are the partner of choice for innovation in natural-origin APIs.

Watch the following video to **learn more about Bioiberica's APIs** and how we can work together to innovate in the health solutions of the future.



Our products



Sodium heparin



Chondroitin sulphate API



Thyroid API



Glucosamine API



08 SDGs



SDGs Sustainable Development Goals

Committed to the SDGs and 2030 Agenda



Bioiberica has chosen 10 SDGs, taking the company's departmental diversity into account

Bioiberica is a global company committed to the 2030 Agenda approved by the United Nations in September 2015, and to the 17 Sustainable Development Goals (SDGs) associated with the Agenda, because we believe that they are essential to progress and to social transformation.

The **Sustainable Development Goals** represent a path to development in which common action and innovation are of the essence, not only for governments, as had occurred with previous international development agendas, but also for the new actors in development and in the innovation

ecosystem: large corporations and SMEs, the research and academic sector and civil society. Companies play a key role in this journey and in the current setting.

Considering our Strategic Plan for the coming years, ongoing investments and Innovation and Development projects, **Bioiberica has selected 10 Sustainable Development Goals to ensure that our management system is efficient and transparent.** Each SDG chosen represents a strategic business commitment, considering both the impact involved for Bioiberica and the influence of each one of the 17 SDGs.



SDGs Sustainable Development Goals



Bioiberica supports the Sustainable Development Goals



SDG 9

Industry, Innovation and Infrastructure

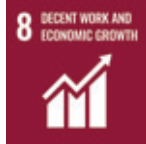
We base our growth on the adoption and promotion of new technologies throughout our supply chain.



SDG 12

Responsible Consumption and Production

We base our production system on a Circular Bioeconomy Model.



SDG 8

Decent Work and Economic Growth

Employee Benefits, Training Plans and Talent Retention.



SDG 7

Affordable and Clean Energy

ISO 50001-certified and committed to efficient energy use.



SDG 3

Good Health and Well-being

We develop the necessary procedures to configure a safety and health system for all our collaborators.



SDG 10 y 5

Reduced Inequalities and Gender Equality

Achieve gender equality and empower all women. We link this goal, SDG 5, to SDG 10, where we focus particularly on gender inequality. We concentrate on any type of inequality prompted by different causes.



SDG 6

Clean Water and Sanitation

We ensure availability and sustainable management of water and sanitation at our sites.



SDG 13

Climate Action

We take action to combat climate change and its impacts.



SDG 4

Quality Education

We ensure inclusive and equitable quality education and promote learning opportunities for everyone.



SDG9

Industry,
Innovation and
Infrastructure



Bioiberica is an innovative and sustainable company that uses resources efficiently, adopting clean technologies and industrial processes and respecting the environment.

We aim to continue to grow as a company, while also being competitive and adapting to market demands. We actively launch sustainable new products and processes, fostering innovation.



SDG9

Industry,
Innovation and
Infrastructure

Contribute to the advancement of the life sciences

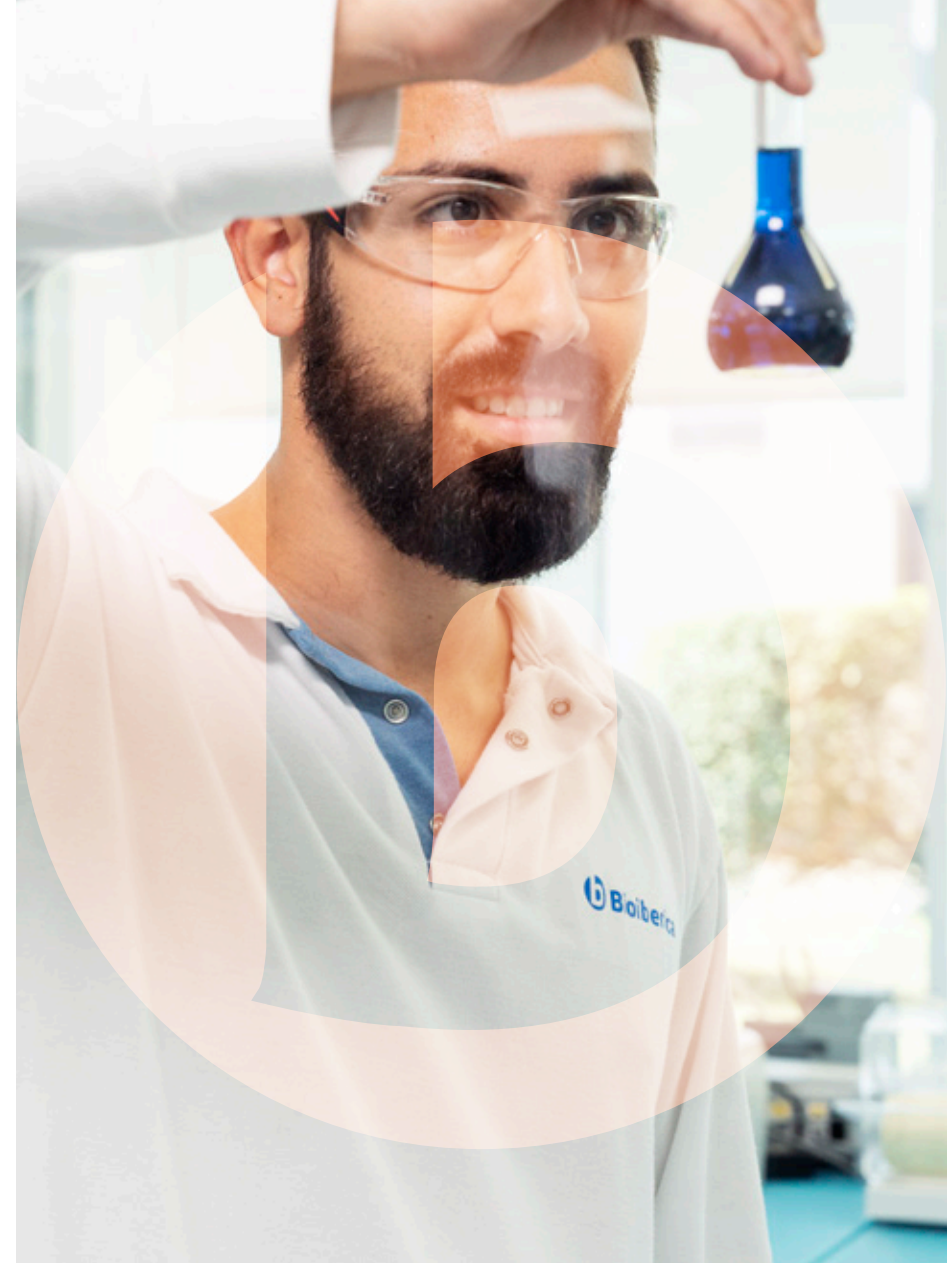
Bioiberica is a worldwide leader in the manufacture of quality products for human consumption and health, animal nutrition and agriculture. Furthermore, we produce renewable energy and are service providers to the agricultural sector and the food industry thanks to the recovery and reuse of all our raw materials.

Such **vertical integration** enables us to guarantee traceability and quality control throughout the production process. It also gives us a solid **supply chain model that is totally traceable from start to finish**, as well as flexibility and production capacity.

We therefore have complete control from the source (raw material) through to the finished product.

Bioiberica's aim is to be worldwide leaders in the research, production and marketing of molecules with a high biological and therapeutic value for the pharmaceutical, nutraceutical, veterinary, animal nutrition and agricultural industries.

This is the vision that drives our research and development team.



SDG9

Industry,
Innovation and
Infrastructure

Lines of Innovation



Animal Health

- New products for skin health.
- Efficacy clinical trials on our formulations and ingredients.
- Development of products for gastrointestinal health.
- Enhanced nucleotide, protein hydrolysate and bioactive peptide formulations.



Plant Health

- New biostimulants to combat plant stress.
- New products to improve soil microbiota.
- New solutions to protect plants from pathogens.



Human Health

- Preclinical studies and clinical trials to evaluate the efficacy of APIs and functional ingredients.
- New technologies for the extraction and characterisation of glycosaminoglycans.
- Development of new natural-origin APIs.

**Learn about our scientific publications*
<https://www.bioiberica.com/es/ciencia/publicaciones>

SDG9

Industry,
Innovation and
Infrastructure

Innovation Projects in Business Units



Human Health

Branded Ingredients Clinical Trials

The preclinical development of three products for human health (Dermial, Daogest and Mobilee) is complete. One of them (Dermial) was recently published in an article (Gálvez-Martin et al., 2023). A nutritional intervention study on this product in human beings has been undertaken and is scheduled to be completed in 2023. An observational study in humans has been conducted on one of the other two products (DAOgest), and a nutritional intervention study is in the pipeline for the other (Mobilee), scheduled to continue through 2024. Moreover, a further two nutritional intervention studies in human beings, which began in 2022, were conducted in 2023.

Collaborations: LEITAT technology centre and the Faculty of Veterinary Medicine of the Autonomous University of Barcelona (UAB).

NMR structural/compositional characterization of heparin crudes (P-0064)



SDG9

Industry,
Innovation and
Infrastructure

Innovation Projects in Business Units



Animal Health

Clinical trial on the comparative efficacy of adding IMPROMUNE to the standard treatment protocol for canine leishmaniosis (P-0002)

Launch of a new product in collar format — ATOPIVET — for atopic dermatitis, whose effects last for two months.

Work is ongoing on a syrup-format gastrointestinal protector.

In the area of joint health, Bioiberica is working to offer a presentation that is easier to administer to toy animals.

Collaborations involving multicentre studies with veterinary clinics for ATOPIVET and an agreement with the Faculty of Veterinary Medicine of the Autonomous University of Barcelona (UAB) to provide training to vets, and the BIOEXPERT service.

Alternative Product to Nucleoforce (P-0072)

In animal nutrition, work has continued on the research lines into protein hydrolysates and nucleotides. In the nucleotides line, a production study on aquaculture has been completed in Indonesia (Novriadi et al., 2022). In the protein hydrolysates line, production studies have been completed in piglets, with the findings reported at the EAAP 2023 Congress. The bioactive peptide characterisation project has also been completed.



SDG9

Industry,
Innovation and
Infrastructure

Innovation Projects in Business Units



Plant Health

Lettuce Soil Microbiome Modulated by an L- α -Amino Acid-Based Biostimulant.

Work was conducted to launch the first biofertiliser (amino acids combined with microorganisms) in 2023.

A new probiotic that helps soil microbiota.

Studies to combat plant stress (largely due to climate change) to strengthen plants and to make them more resistant are ongoing.

Collaborations:

BioAg Congress in Valencia:

<https://www.bioagworld.com/bawcongress2022>

Scientific article published jointly with the University of Granada.

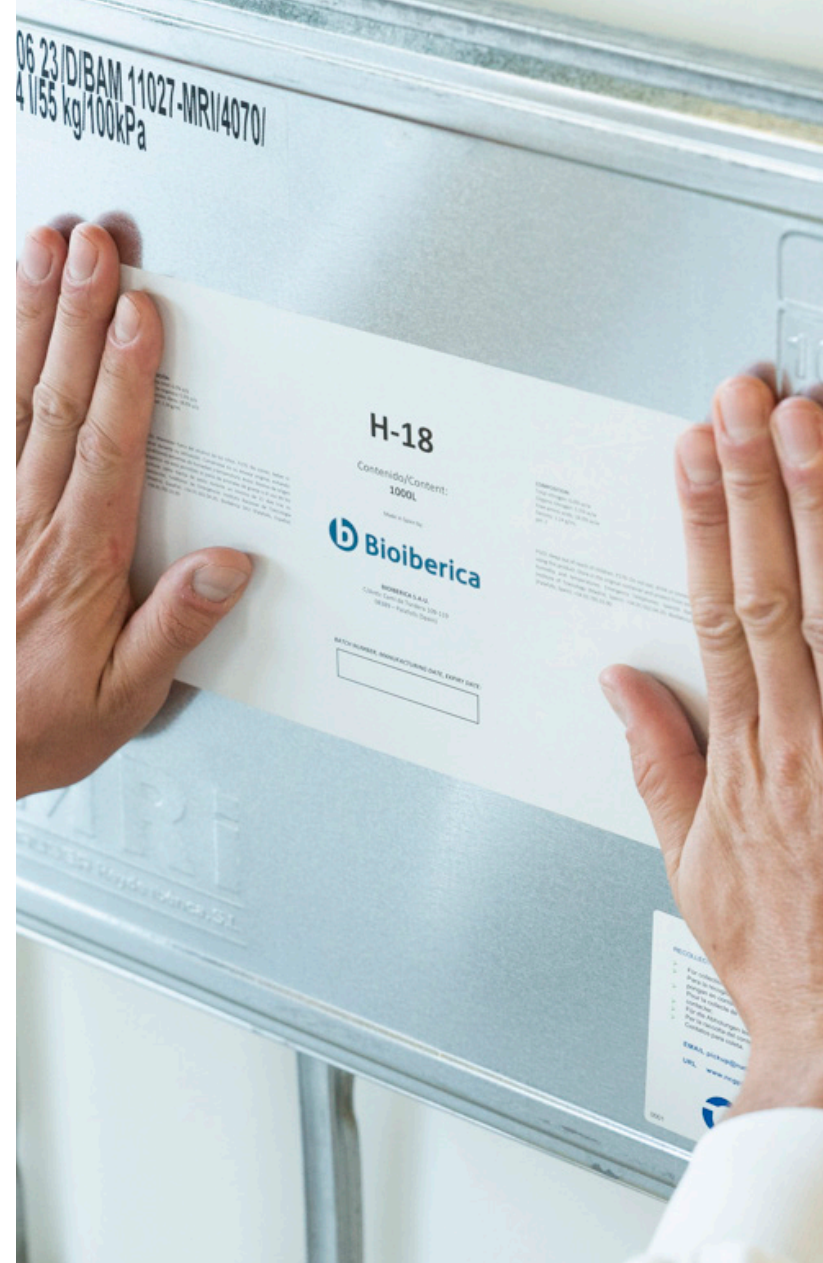
Scientific poster about the work done with the Biome Makers company.

Oral communication at the international congress on biostimulants about the first probiotic (combination of microorganisms with amino acids).

Poster at the international soybean congress
<https://www.legumehub.eu/news/world-soybean-research-conference-18-23-june-2023/>

World Pepper Congress 2023 <https://worldvegetablecongress.com/ponentes-world-pepper-congress-2023/>

Scientific article about the Terramin Pro probiotic in lettuces.



SDG9

Industry,
Innovation and
Infrastructure

Líderes en la producción del principio activo farmacéutico Heparina

Leaders in the production of the **Heparin** active pharmaceutical ingredient

Heparin is the world's most commonly-used anticoagulant and antithrombotic, and Bioiberica's history is closely bound to this molecule. Bioiberica is the main producer of the Heparin active pharmaceutical ingredient, which saves more than 100 million lives a year.

Heparin, regarded as one of the **essential medicines** by the World Health Organization, was discovered in 1916 by Jay McLean, a young student of medicine at the Johns Hopkins University in Baltimore (United States).

It is now the **most-used anticoagulant** in the prevention and treatment of thrombosis. According to the International Society on Thrombosis and Haemosta-

sis (ISTH), one in every four persons in the world dies from causes related to this disease.

Furthermore, the heparin molecule and its derivatives harbour enormous potential for the development of new drugs. New applications related to antitumoural, anti-inflammatory and antiviral activity are currently being studied.

Bioiberica **produces 20% of the heparin active ingredient** in the world. This means that one in every five doses of heparin administered comes from Bioiberica.

The world's most-used
**anticoagulant and
antithrombotic**

It saves more than
**100 million
lives a year**

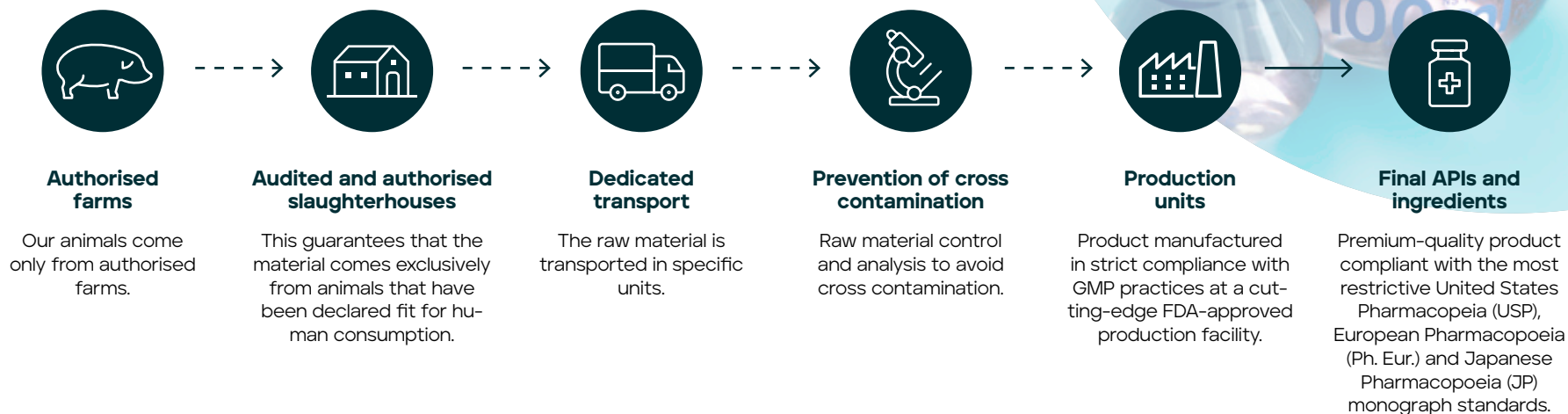
Bioiberica produces **20%** of the
Heparin
active ingredient used
in the world



SDG9

Industry,
Innovation and
Infrastructure

Supply chain control



SDG9

Industry,
Innovation and
Infrastructure

Quality and traceability

Our industrial site in Palafolls fulfils the strictest and most current monographs, as well as the most recent Good Manufacturing Practices (GMP). We guarantee total **traceability and quality control** throughout the production process.

All the raw materials that reach Bioiberica are accompanied by the supplier's and/or transport documentation. This documentation, including the CMR, delivery note and/or shipping documentation, contains the information needed to be able to pinpoint the exact source of the raw material. Traceability, from the slaughterhouse to animal, is duly logged in the slaughterhouses' records as required by country-specific legislation.



SDG9

Industry,
Innovation and
Infrastructure

The porcine intestinal mucosa used to manufacture Heparin is procured exclusively from **slaughterhouses certified pursuant to each country's legislation**, taking into account the fact that the laws of all these countries mandate an in-house traceability system in which ante-mortem and post-mortem health controls are conducted.

Slaughterhouses and mucosa gutrooms are audited every year, and an in situ traceability exercise is conducted pursuant to each country's applicable legislation. The document number that links the raw material to the supplier is recorded in the batch records and/or logbooks to guarantee raw material traceability.

Reactive auxiliary materials and packaging material are identified on receipt by a code and a correlative incoming/batch number. This code and batch will enable the material to be unequivocally identified throughout the process.



SDG12

Responsible Consumption and Production



Bioiberica is a circular economy company whose aim is to become a zero-waste company. We use only natural-origin raw materials. In manufacturing our pharmaceuticals and nutraceuticals for human and pet health, we obtain other highly valuable co-products that we use to create ingredients for animal feed and agriculture that deliver high added value. Our processes are designed to minimise the consumption of water, energy and ancillary raw materials.



SDG12

Responsible
Consumption
and Production

Bioiberica A circular economy company

The circular economy is an economic concept intertwined with sustainability, and its objective is for products, materials and resources to retain their value in the economy for as long as possible, extending their life-cycle and thereby minimising waste generation.

Bioiberica is a **Circular Economy** company that seeks to become a zero-waste concern. We utilise advanced biological processes and extraction technologies to obtain safe and efficacious products, maximising yield and minimising waste generation.

Nature is not an inexhaustible source of resources, which is why we must use such assets as responsibly and efficiently as possible. Therefore, **sustainable development** is based on satisfying the needs of the present without jeopardising the resources and the possibilities of future generations, from an environmental, social and economic perspective.



SDG12

Responsible Consumption and Production

We enhance our output with an extensive portfolio of products for plant and animal health

Our production processes use **biological-origin raw materials** to develop pharmaceuticals and nutraceuticals.

These processes also yield co-products — hydrolysed proteins and fats — that we also use to produce ingredients for food for farm animals, pets and fish farming, as well as products intended for biostimulation, nutrition and plant protection.

Our processes are also designed to minimise the consumption of water, energy and ancillary raw materials and, consequently, our environmental impact. Our environmental statement, EMAS, describes these impacts.

Natural resources are limited and valuable, which is why our objective is to totally leverage the value of all the ingredients present in the tissues and organs that we **work with by means of efficient and environmentally-friendly processes.**



SDG12

Responsible
Consumption
and Production



We promote an innovative consumption and production system

The **Circular Economy** model maintains and bolsters socio-economic development, including sustainable creation of employment, without jeopardising ecosystem functionalities and while also conserving natural resources for present and future generations.

Bioeconomics seeks to pave the way towards a more innovative and competitive society that uses biological resources more efficiently, one in which food safety and the sustainable use of renewable resources for industrial purposes are reconciled, while also guaranteeing protection of the environment.

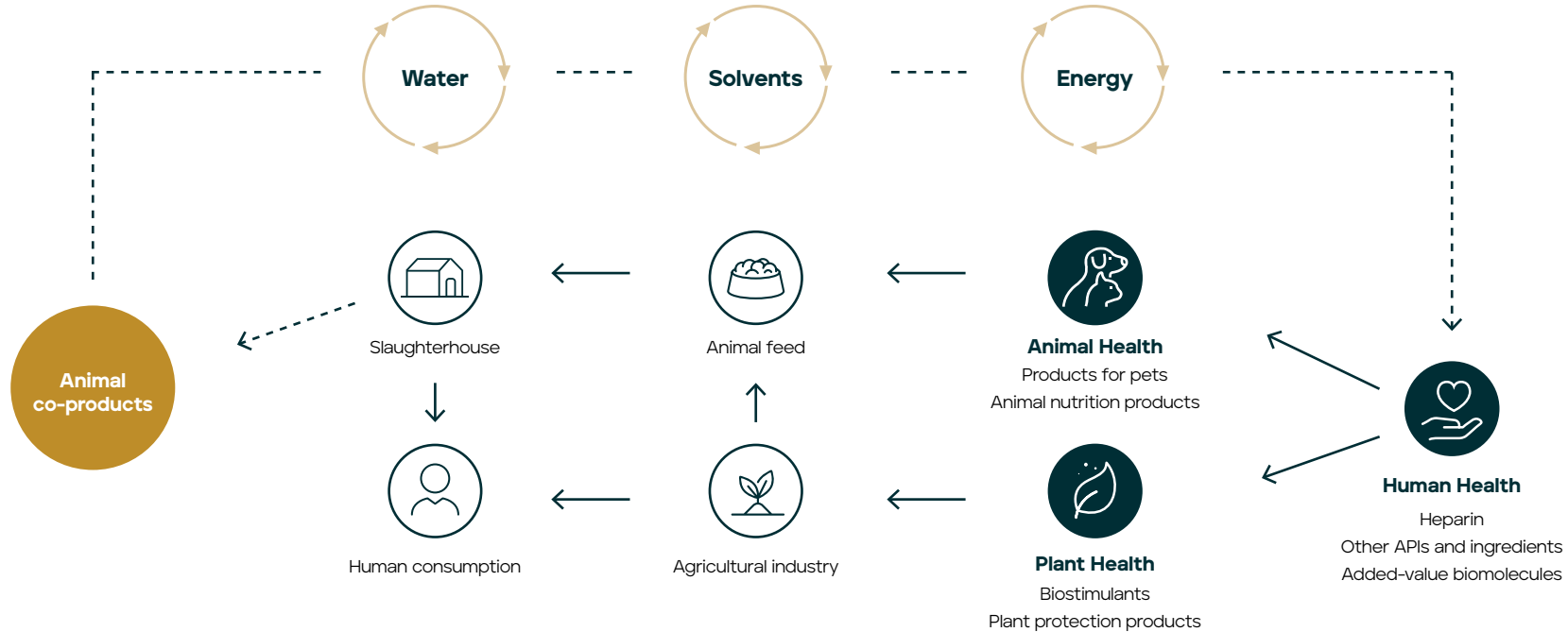
Bioiberica is a vertically-integrated company that focuses on the **extraction of molecules with a high biological and therapeutic value**. We now have a portfolio of more than 100 products that improve the health of people, animals and plants. In this regard, Bioiberica's production system operates by **maximising the value derived from each one of the biomolecules present in animal tissues**.

We believe that productive efficiency is one way of promoting a sustainable circular economy. To this end, we have designed our value chain taking all the ingredients of our raw materials and auxiliary technological materials into account from the outset, with the **ultimate goal of becoming a zero-waste company**.



SDG12

Responsible Consumption and Production



SDG12

Our Environmental Report is updated and published yearly on Bioiberica's website.



Responsible Consumption and Production

Committed to sustainability

We undertake to improve environmental conditions constantly by leveraging our entire process, minimising negative environmental impacts, preserving natural resources and taking measures to prevent accidental emissions.

We collaborate with the public authorities in establishing and updating emergency procedures to minimise the effect of environmental incidents that could still occur despite all these measures.

We provide all stakeholders with the information they need to understand the repercussions of the company's activities on the environment, and maintain an open dialogue with the relevant actors.

We furnish all our clients with suitable **environmental guidelines for the handling, use and disposal**

of the products purchased and produced by the company, thus controlling their entire life-cycle, including safety data sheets, packaging and containers (Ecoembes).

The environmental issues affecting our company have been identified by means of an Environmental Assessment or Audit. We have procedures ('Standard Operating Procedures - Environmental') in place to examine and assess such environmental issues, taking both normal operating conditions and abnormal or emergency situations into account.



SDG12

Responsible Consumption and Production

Thanks to the enforcement of its policies, **Bioiberica holds the following certifications** that guarantee a **responsible, constant and respectful** quality standard with regard to people and the environment:

- Certification of our **environmental management system according to ISO 14001**.
- **EMAS III ES-CAT-000010** registration (in accordance with Regulation [EC] No. 1221/2009 and the subsequent amendment and annexes I, II and III according to Regulation [EU] 2017/1505 and modification of Annex IV according to Regulation IV [EU] 2018/2026).
- **ISO 45001** (Occupational Health and Safety Management Systems), having transitioned from the OHSAS 18001 (Occupational Health and Safety Assessment Series).
- Certification of our **energy management system according to ISO 50001**.
- **GMP and GMP+** certification.
- Implementation (in 2021) of **Hazard Analysis and Critical Control Point (HACCP) certification** according to the British Retail Consortium (BRC) and International Food Standard (IFS) standards.
- New Certification (**05-2023/2006**) in **Food Safety according to FSSC 22000**.

The environmental aspects are analysed in all of our company's phases and areas:



Research and development



Management



Sourcing of raw materials and procurement



Product storage and handling



Production



Waste

This assessment addresses a set of tangible and intangible aspects:

- Compliance with standards.
- Environmental risks.
- Risks to safety and the company image.
- Prevention opportunities.
- Material recovery possibilities.

SDG12

Responsible Consumption and Production

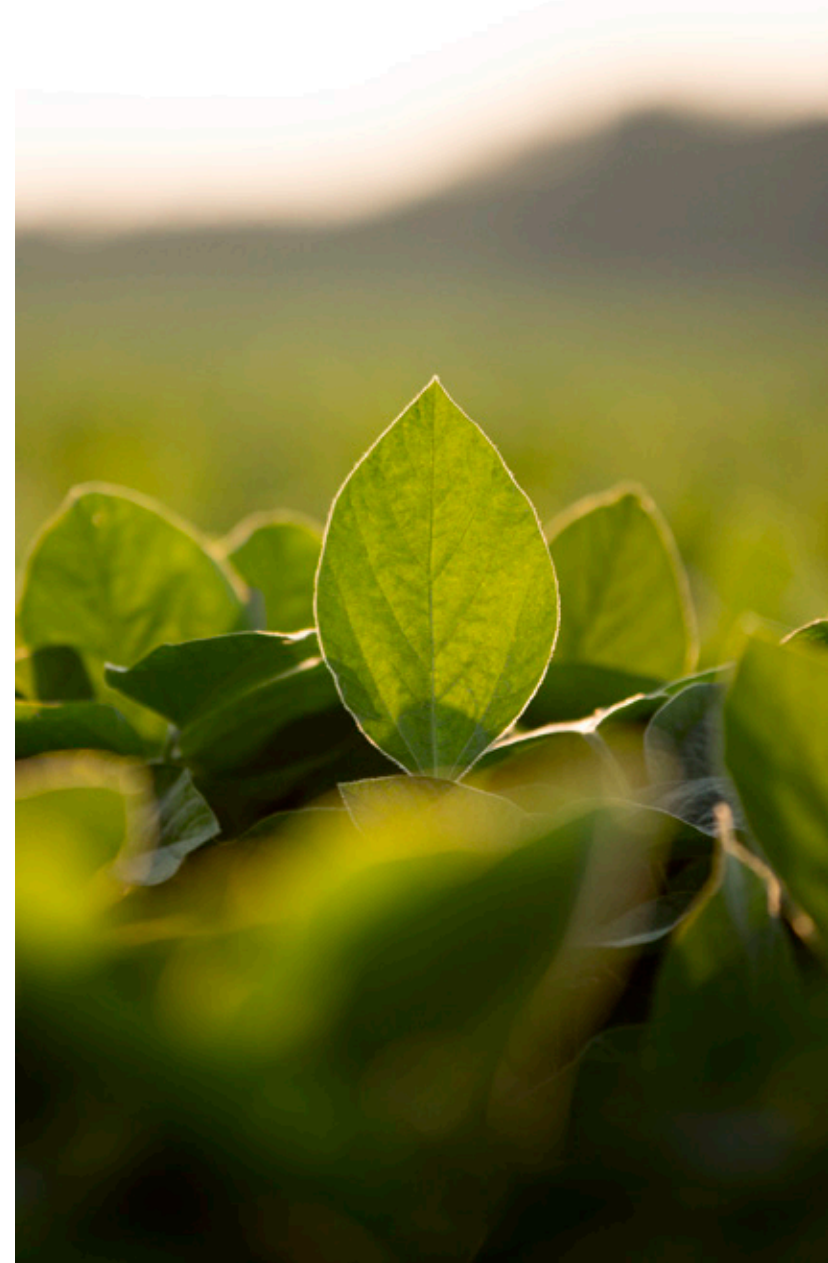
Recycling of pallets, recycled material and recovery of waste

All pallets generated are transported to the Good Wood Palets external manager for recovery. In turn, Good Wood Palets provides us with new **PEFC-certified** (sustainable forest management certification) pallets.

At this moment in time, Bioiberica is working to include **recycled material in its containers** and is conducting tests with a technology centre in order to verify the feasibility of working with 50%-recycled material. **Actions are scheduled for implementation in 2023/24.**

Up until now, filter cake waste has been recycled by composting. Bioiberica is also studying how to recover this waste financially by using the filter cake from the H25 process. So far this year, 50% of the filter cake has been economically recovered to produce organic fertilizers.

Bioiberica practises an eco-responsible strategy: Recycling of pallets by Ecolignor and the supply of sustainable PEFC-certified pallets to uphold our staunch environmental commitment.



SDG8

Decent Work
and Economic
Growth



Bioiberica grows in a sustainable environment. We generate stable and quality employment, focusing on sectors committed to human, animal and plant life and supported by the latest technological trends in innovation and science.



SDG8

Decent Work
and Economic
Growth

People are what drive Bioiberica

COMMITMENT

People are what drive Bioiberica. They all contribute to our company's success and development and therefore they also grow with our project.

We are permanently **committed** to improving our personnel's working conditions by minimising the risks to the health and physical integrity of people in the workplace and by implementing appropriate measures to prevent incidents/accidents.



SDG8

Decent Work
and Economic
Growth

Regulations

We are steadfastly committed to strict compliance with the applicable law and **regulations** in the countries where we operate and also to upholding the company's Code of Conduct, and internal policies and procedures.

We believe in a philosophy of zero tolerance towards behaviour that may entail an infringement of the law, corruption or unethical professional conduct.

We seek to generate a culture of compliance through the conduct of our management and senior management, by practising what we preach and reacting immediately and without ambiguity in the event of risks or the non-fulfilment of any standards.

We have set up a Compliance body geared towards risk prevention and management that provides guidance in designing adequate control measures and which supervises, oversees and analyses the system's efficacy. This is an independent body that has the necessary oversight authority and freedom.

We provide training in and disseminate our Compliance model to everyone in the company to ensure that they are conversant with and understand the compliance standards and commitments that they need to do their job:

Annual training hours in Compliance (>300)

Number of workers trained in Compliance (>75%)

We require that all our personnel report irregular events or conduct, while ensuring that no reprisals are taken against whistleblowers.

If necessary, we shall apply any disciplinary or corrective actions or impose penalties pursuant to the applicable labour regulations.

We are committed to the fulfilment of requirements and to the continuous improvement of our Criminal Compliance management system.

Tolerance
of legal offences, corruption
or unethical professional
conduct

Body tasked with
risk prevention and management
Compliance



SDG8

Decent Work
and Economic
Growth



Principles, values and standards of behaviour at Bioiberica



The company has implemented a global Compliance system to obtain the **UNE 19601:2017** certification. Certification audit in November 2021 (Certification awarded in February 2022) and follow-up audits in November 2022 and November 2023.

Bioiberica's Compliance Body is comprised of a Compliance Officer, TAX Compliance Officer and a Compliance Committee coordinated by the legal affairs manager together with representatives from the Legal, Financial, Human Resources, Occupational Health and Safety, the Environment, Quality, Regulatory Affairs, Procurement and Commercial departments.

Our employees have been given the Code of Conduct and training in the principles, values and standards that should guide behaviour at Bioiberica and at its affiliate or subsidiary companies. The Code establishes conduct guidelines that have been shared with, accepted and observed by all employees inside and outside the company.

We have set up a Whistleblowing Channel: <https://saria.integrityline.org/> and have deployed a Compliance management system in accordance with UNE 19601:2017.



SDG8

Decent Work
and Economic
Growth

The way we are and do things



Health and safety



Sustainability



Production excellence



Trust



Commitment



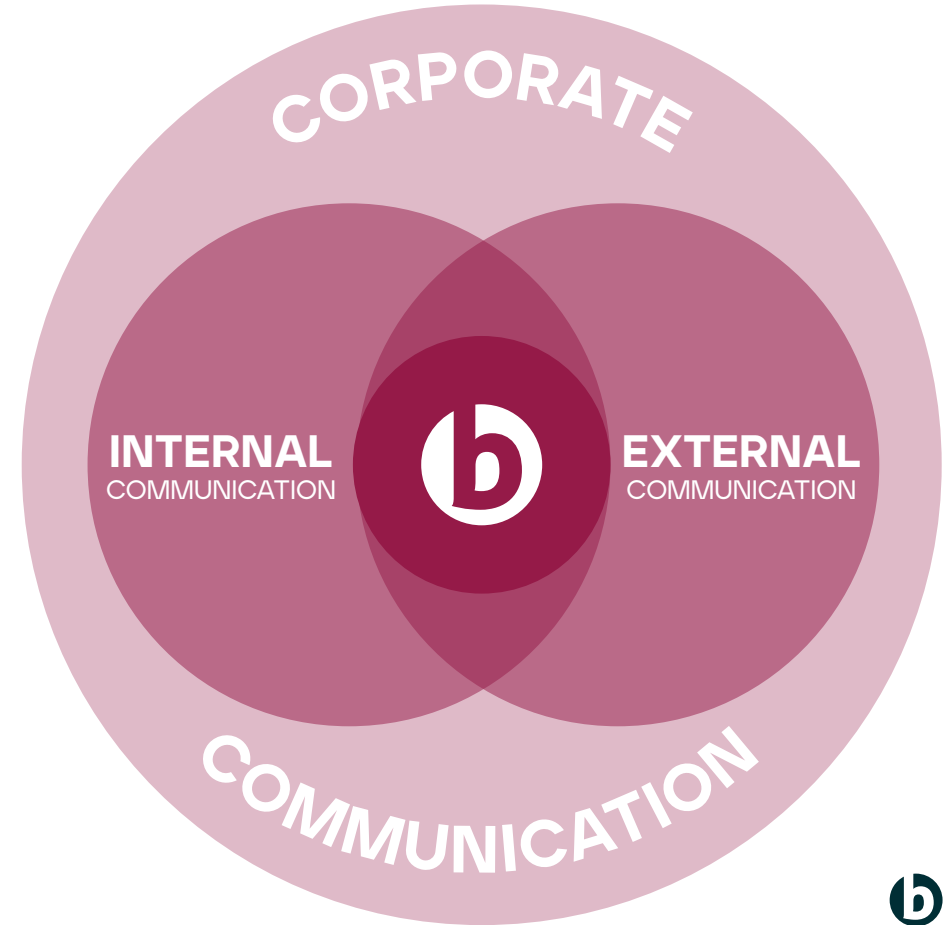
SDG8

Decent Work
and Economic
Growth

*Transparency,
dialogue, trust
and the creation
of shared value*

Corporate Communication

Bioiberica has a Communication Plan that contributes to improving the brand's reputation in all ways, attesting to our being an honourable, responsible and sustainable company committed to its economic and social setting and to the environment. Moreover, we are very meticulous with our in-company communication, avoiding the use of discriminatory language.



SDG8

Decent Work
and Economic
Growth

INTERNAL COMMUNICATION

One of our employees' most important and memorable moments is their first few days in the company. **In these initial days, it is essential that they understand Bioiberica's corporate culture.** To ensure that our new employees' experience is as positive and enriching as possible, we have updated our **Onboarding Process** for new recruits.



Intranet and digital information displays

The main platform is the **internal intranet**, called Bioshare, which is used to channel the **most important announcements and to promote** all kinds of campaigns and videos intended for our employees. We also use other channels, such as email, an information panel and posters.



Newsletter: BioNews

Bioiberica publishes a monthly **internal newsletter** called **BioNews**. It features all the main departmental news and new developments to keep our employees well-informed at all times.

An internal group called 'BioComms' was set up in 2023 in order to provide support in the dissemination of departmental information and news.



SDG8

Decent Work
and Economic
Growth

EXTERNAL COMMUNICATION



Corporate Website

It is the company's main and official communication channel: www.bioiberica.com, and it is updated on a permanent basis.



Social Media

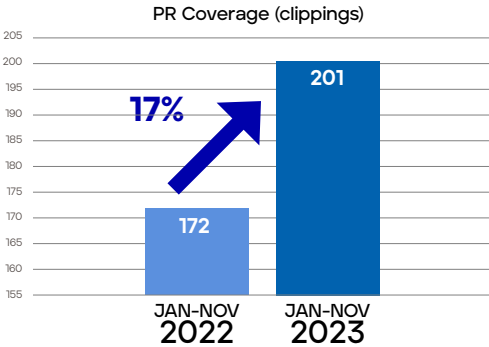
We are one of the leading companies in the life sciences sector and also one of the best-ranked pharmaceutical concerns in Spain. LinkedIn is our B2B social media par excellence and we generate a great deal of content every week.



SDG8

Decent Work
and Economic
Growth

EXTERNAL COMMUNICATION PR COMPARISON



PR/News coverage
Between 2022 and 2023, we grew in worldwide PR clippings by 17%.



SDG8

Decent Work
and Economic
Growth

Training and skill-building

More than 12,000 hours of training for our employees in 2021

We are totally committed to promoting and increasing company-wide **ongoing training and skill-building** for our personnel. We seek to bolster training in risk prevention to ensure people's health and safety. **Raising awareness of the protection and health of each and every person is a priority for us.** Moreover, it is everyone's responsibility. Each person must avoid taking unnecessary risks for themselves, other people and the environment. Training in our company is totally gender-equal and all our employees enjoy equal access to it.

The training provided to each worker is directly related to their job and to the skills they need.

Moreover, we are committed to employer branding, using the new Inbound Recruitment hiring method.

The types of training are:

In-house training: given by the company through internal trainers.

External training: given by external providers, which can be done online, face-to-face or semi-attendance-based outside the company's facilities.

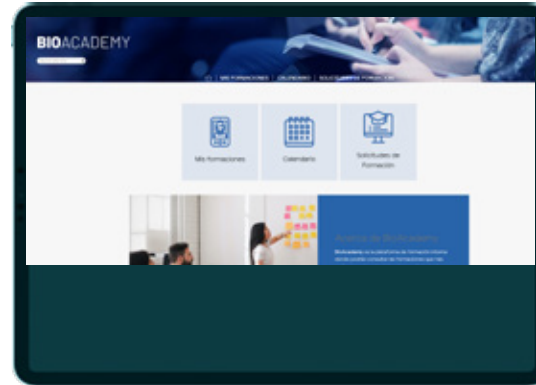
In-company training: given by external providers, and which is done on a face-to-face basis inside the company's facilities.



SDG8

Decent Work
and Economic
Growth

TRAINING AND SKILL-BUILDING



BioAcademy Training Platform

An in-company training platform where **employees can monitor the training they have received** and the degree of completion of each training activity. Moreover, they can view training topics, do assessments and tests, log their attendance, download certificates, apply for training and also access a catalogue of recommended training courses.

In 2022, Bioiberica conducted an online survey about its work climate and the participation was highly representative as it was answered by 78% of our employees. Corporate Social Responsibility, the way that our employees relate to and are committed to the company, as well as organisational efficiency, are the best-rated areas.

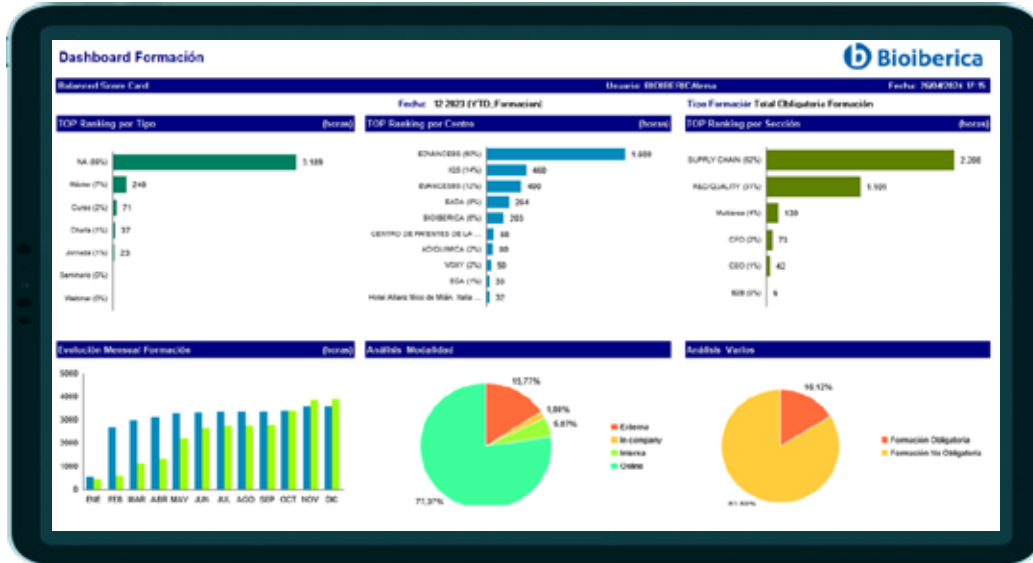


SDG8

Decent Work
and Economic
Growth

2023 TRAINING

Site training KPIs: Palafolls, Esplugues and Olèrdola.



SDG8

Decent Work and Economic Growth

Work climate

The **dignity** of and **respect** for people are the cornerstones of our company's philosophy and policy. We undertake to ensure that people enjoy a **working environment that is respectful of the fundamental values and rights**, acting according to the law, the Conventions of the International Labour Organization and the guiding principles of human dignity.

We take adequate measures to ensure that the out-sourced employees of companies working at our site apply quality, safety/prevention, environmental, energy efficiency and social responsibility standards on a par with our own.

In 2022, Bioiberica conducted a work climate survey, with a highly representative participation (78% of our employees), in which corporate social responsibility, the way that employees relate to and are committed to the company and organisational efficiency were the most highly-rated areas.

The survey was online. The idea was to ascertain the degree of experience and satisfaction of Bioiberica's workers, and particularly to identify the main ties between them and the company, as well as the main points of friction.

A score of 3.85 out of 5 was obtained.

We undertake to improve our workforce's conditions continuously to minimise any risk to their health and physical integrity.



SDG8

Decent Work
and Economic
Growth

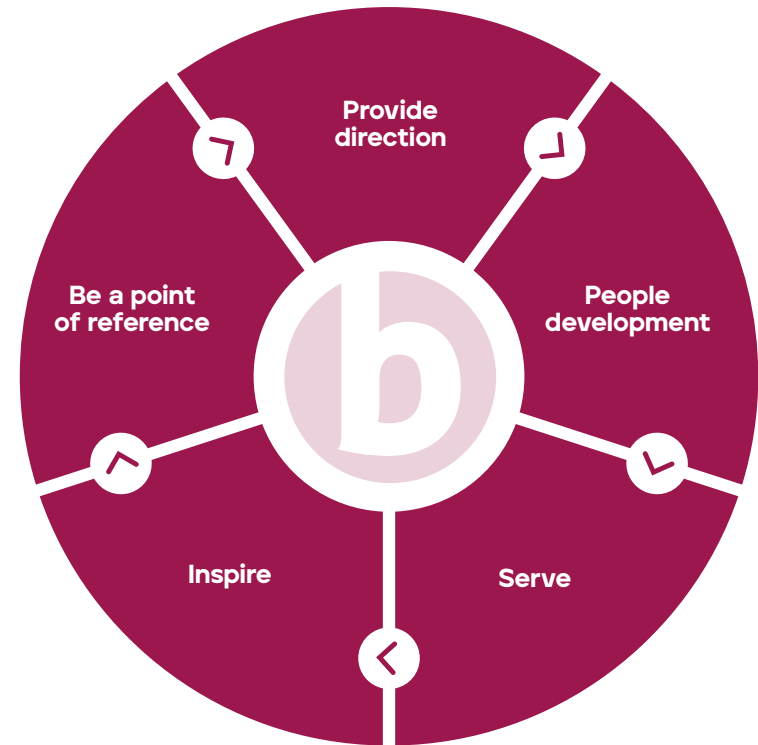
Career plans for our professionals

By identifying the company's **internal talent** and **key positions**, we can develop career plans for our people.

We are currently implementing training programmes on leadership, whose main objectives include:

- Creating, reinforcing and consolidating a culture of leadership at Bioiberica.
- Bolstering the capacity of Bioiberica's people and teams to improve the assets and the commitment of the company's professionals.
- Continuing to work together on leading and developing people to further management's effectiveness and also to ensure that our executive team continues to do its job by delivering greater added value.

Accomplishing these goals will enable us to work on team leadership and company-wide leadership.



SDG7

Affordable
and Clean
Energy



We work unswervingly with the desire and the commitment to increase the proportion of renewable clean energies consumed at our manufacturing sites. All the electrical energy consumed by Bioiberica at its production facility in Palafolls comes from green and 100%-renewable sources. What is more, we manage and optimise our consumption of energy, paper and plastic, etc., to reduce the environmental impact of our industrial activity.



SDG7

Affordable
and Clean
Energy

**ISO 50001
Certification,
which we have held
since 2012, is an
international quality
distinction that
endorses our best
practices in Energy
Efficiency.**

ISO 50001

Bioiberica's activity cannot be separated from its commitment to **product quality, service to clients, respect for the environment** and its concern for the **safety, health** and **satisfaction of its entire workforce**.

For this reason, **Energy Efficiency is part of our Management Manual**, with procedures that include, in general, actions based on the General Rules for the implementation of an Energy Management System.



SDG7

Affordable
and Clean
Energy



*We perform annual
Energy Management
audits.*

Efficient, sustainable and environmentally-friendly consumption

All activities carried out in our work environment require energy.

We have produced **manuals to lay down basic procedures** to ensure that our consumption is efficient, sustainable, environmentally-friendly and that it fosters the company's competitiveness. Moreover, there is one manual for each area and/or activity.

The company's general goals include a **staunch commitment by everyone to improve energy efficiency**. For this purpose, we study areas where there is room for improvement and consider the different alternatives available.

Our company's energy profile is identified by means of an initial assessment and is kept updated through the ISO 50001 Audits. The different managers also perform the relevant internal audits. Furthermore, these audits constitute an effective tool for identifying and applying Energy Efficiency-related improvements. The energy aspects to be addressed in new products, processes and machines are all studied in the Innovation phase.

SDG7

Affordable and Clean Energy

These are the main improvements we have implemented at our Palafolls site:

In 2023, only installation improvements targeting photovoltaic energy equipment have been implemented.

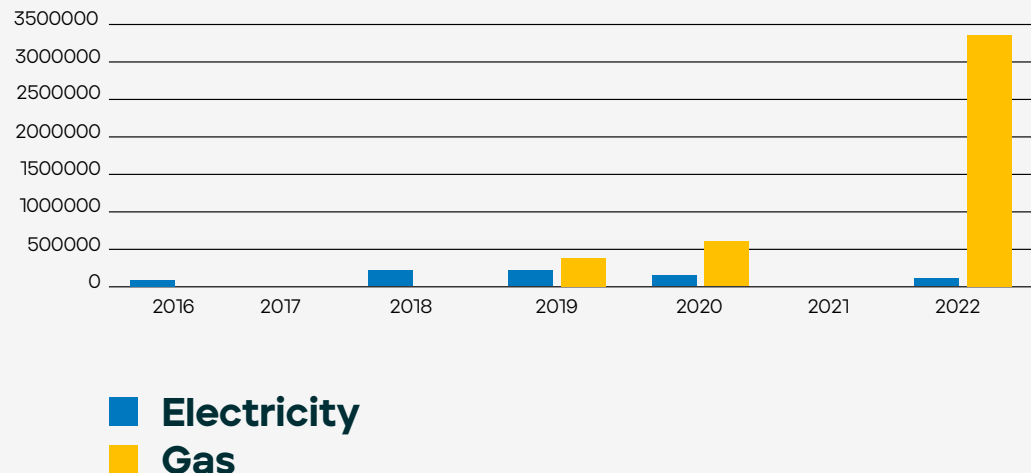
Natural gas:

Introduction of economizers in boilers.

Electricity:

Audit and repair of air leaks and a change of lighting in certain parts of the premises.

kWh not consumed thanks to the improvements



In 2023, the photovoltaic power at our sites was as follows:
Palafolls: 104 kW
Olèrdola: 34 kW

These are the main improvements we have implemented at our Palafolls site:

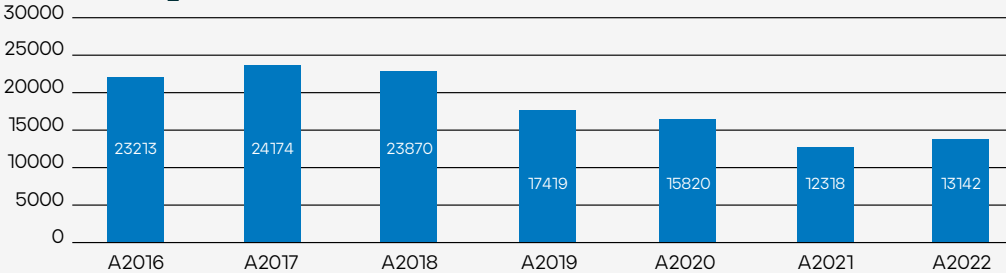
In 2023, only installation improvements targeting photovoltaic energy equipment have been implemented.

Natural gas:
 Introduction of economizers in boilers.

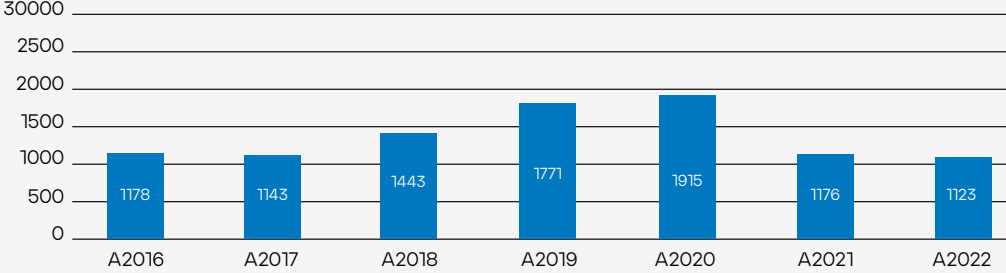
Electricity:
 Audit and repair of air leaks and a change of lighting in certain parts of the premises.

CO₂ Emissions

CO₂ Tm Palafolls



CO₂ Tm Olèrdola



SDG7

Affordable and Clean Energy

All of our electrical energy comes from renewable sources

All changes, equipment procurement or actions affecting the company's energy performance are reported to the Department of Energy Management and are recorded.

The organisation establishes and maintains procedures for examining, assessing and improving all energy aspects derived from its activity.

Over the last few years, Bioiberica has made savings in electricity and gas thanks to the **installation of more than 950 photovoltaic** panels at our industrial facility at Palafolls in Catalonia.



Innovation

Sourcing of raw materials and procurement.



Production/Administration

Introduction, energy considerations and the application of good practices.



Corrective Maintenance

Control of the operation of power-consuming equipment, leak points and energy losses.



Preventive Maintenance

Specific audits (thermographic, light control, leaks in the compressed air system, etc.), the hiring of services, including energy considerations when evaluating suppliers and procuring machinery and equipment.

SDG3

Good Health
and
well-being



People are the cornerstone of Bioiberica, hence our number one priority is their safety. We have deployed health and safety management systems in all the company's facilities that also factor in our providers and suppliers to reduce accidents and occupational diseases.

Similarly, excellence is also the operative word in the prevention of occupational risks, employee well-being and good corporate governance.



SDG3

Good Health
and
well-being

Safety is one of our maxims and is a priority in the everyday activity of Bioiberica's employees

Similarly, Occupational Health and Safety (OHS) is something that affects all people who do any type of work at Bioiberica. We are all part of its organisational structure and must integrate the safety and health standards into our work.

This calls for an **analysis and assessment** of the factors present in the work environment in order to ascertain to what extent, positive or negative, they affect workers' health, and to establish work methods which, while still being economically profitable, provide working conditions that approach **the ideal condition of physical, mental and social well-being** to which all employees are entitled.

Our Occupational Health and Safety Department works to **pre-empt possible imbalances, identify risks and to quantify and assess them so that appropriate measures can be taken.**



SDG3

Good Health
and
well-being



A worker in a safe working environment is a more satisfied worker

Any risks that go undetected and are not brought under control in time incur a much higher cost than preventing them does. This is why preventive measures should be looked upon as an **investment** rather than as an expense in order to increase the company's effectiveness and performance.

Besides the aforementioned reasons that justify taking action in occupational risk prevention, there is another one that is related to **general well-being and satisfaction in the workplace**, rendering it necessary to stimulate and develop a positive and constructive attitude to prevention among workers.

All the measures taken have been reported and training has been provided in order to **increase awareness** through the inter-departmental action of the different committees and they have also been conveyed through the company's official channels.

SDG3

Good Health and well-being

Prevención: Safety Culture Liderazgo HS

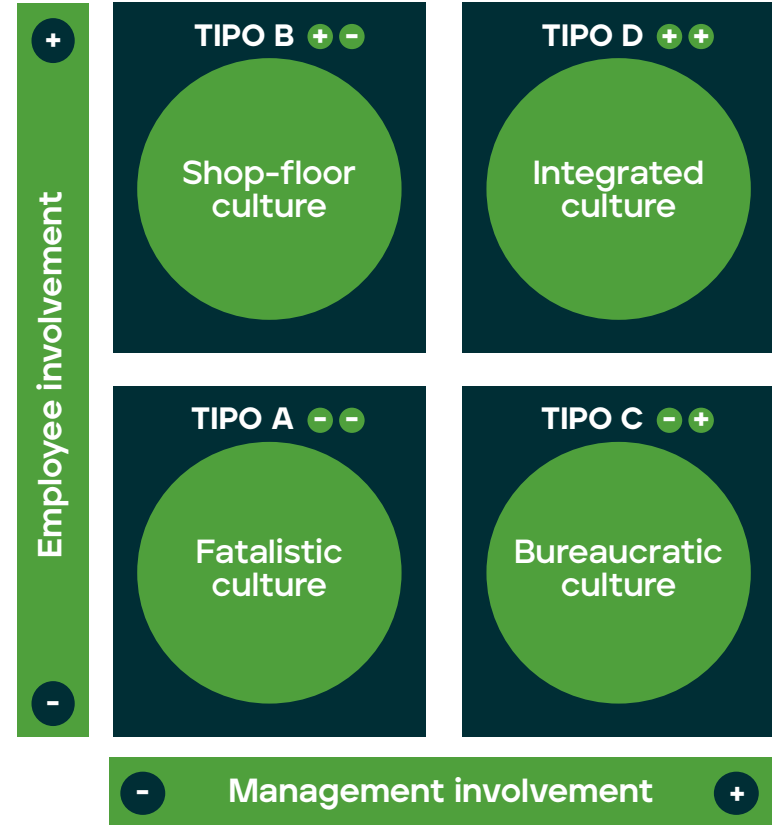
Prevention: H&S Leadership Culture

Gone are the days when leaders were perceived as charismatic individuals atop a pedestal who guided everyone else.

Now the objective must be to **propose a more collective leadership**, one in which each person can play their role at a given time, leveraging their experience, their own knowledge or their own qualities.

'There are two ways of bringing an influence to bear upon human behaviour: either manipulate people or inspire them.' Simon Sinek, author and speaker on management subjects.

Safety and health concerns us all



SDG3

Good Health
and
well-being

Our certifications

We are ISO 45001-certified (Occupational health and safety management systems).
We have made the transition from the OHSAS 18001 (Occupational Health and Safety Assessment Series) to this new standard within the established deadlines.

The most important changes from the previous standard are related to leadership and commitment by management, the participation of workers and their representatives, an adequate consultation and communication system and the assessment or ongoing monitoring of the health and safety in the workplace management system in order to improve performance.

The **minimum safety and health provisions** also apply to building sites and to maintenance work performed by the outsourced companies who work at our production centres on a regular basis.

OHSAS.18001 ► ISO.45001



SDG3

Good Health
and
well-being

Training and risk assessments

As part of the annual training plan in place, the Safety Department has provided training to the **second responder teams in prevention-related matters**, organising and monitoring the schedules of part-time plant managers, internal and external training, the use of the automated external defibrillator (AED) and cardiopulmonary resuscitation (CPR).

This training is provided to complete official training and to ready the personnel for the company's emergency protocols.

Annual Emergency Drills have also been conducted, featuring the integration of the second responder teams and the application of the technical measures

set out in the risk item checklists (FOER), taking into account that the checklists are still under development for all areas, and the use of self-contained breathing apparatuses (SCBA). The promotion of safety awareness is essential if a preventive culture is to be instilled in all Bioiberica employees.

The Risk Assessments have been updated using the Fine method. This method makes it possible to describe the information about risks and preventive measures that reach the workers more precisely.

The system we currently operate in this regard is more **specific** and involves the participation of both personnel and occupational health and safety officers.



SDG3

Good Health
and
well-being

Improvements: Risk assessment 30/06/2023

Identification and assessment are intended to estimate the magnitude of existing risks that cannot be avoided with a view to obtaining the information required to take appropriate decisions on the need to adopt the corresponding preventive measures and also, as the case may be, to determine the nature of such measures.

The qualification and analysis of the aspects provided for in the risk identification and assessment process performed were conducted considering the circumstances and the time when they were performed. This means that any substantial change or modification may also involve a variation in the nature of the results and the conclusions drawn.

The provisions of **Law 31/1995, of November 8, on Occupational Health and Safety and Royal Decree 39/1997, of 17 January, which approves the Regulations governing Prevention Services** were used for this

purpose, as well as the other applicable general or specific regulations envisaged in the Spanish legal system.

Consideration was also given to different provisions, technical notes, guidance and publications of a similar nature, which, while they may not be legally mandated, are an indispensable benchmark for this purpose on account of their content.

The presentation of the content of this occupational risk identification and assessment report is structured around the following points:

- Company's particulars
- General principles
- Assessment methodology
- Identification, assessment and preventive measures
- Conclusions and preventive activity planning



SDG3

Good Health
and
well-being

Improvements: Crisis Manual

The Crisis Manual is a dynamic document used as a roadmap and lays down the basic mechanisms on how to respond in or to a crisis. It must contain the main activities to be followed before, during and after a crisis occurs.

It will also include all the hypothetical scenarios that may trigger a potential crisis for our organisation and will analyse the human and financial resources required to tackle such an eventuality. As a core element of good planning, the Crisis Manual needs to address four basic sections:

- The objective to be accomplished in each case
- The appropriate message to be conveyed
- A definition of the audiences or targets and adequate communication channels
- The preparation of an action plan

To be effective, three essential rules must be followed:

- All plans must be checked and tested
- It must be updated regularly (every quarter)
- It must include a budget (logistical and operating aspects)





SDG3

Good Health
and
well-being

Emergency Drills

The purpose of the risk item checklists (FOER) is to compile all the information required in the event of an intervention. They are not mandated in a company like our own, although they are highly recommendable in emergency training and in drills with firefighters who play an active part due to their usefulness.

Risk Assessments are updated with the participation of **the plant personnel and the Occupational Health and Safety Officers** with a view to continue to build a culture of prevention before they receive training.

The scheduled internal audits have also been conducted, albeit with the limitations imposed by the COVID-19 pandemic. Ergonomic studies have also been conducted in all the improvements proposed by Change Control, as well as the scheduled hygiene measurements.

Every year, on the occasion of Bioiberica Safety Week, training is delivered in fire-fighting, extinguishers, second responder teams and automated external defibrillator (AED). **General and partial drills** are also organised at the Palafolls and Esplugues sites.

During Bioiberica Safety Week, training is provided to the employees at our industrial facility in Palafolls.



SDG3

Good Health
and
well-being

2022 General drill

The objective of the Drill is to check the response capacity of the emergency structure according to the site's Self-protection Plan, which is intended to fulfil the following objectives:

- To check the suitability of the available human, material and organisational resources.
- To evaluate the knowledge and skills that the plant's occupants need to handle themselves properly in emergency situations, avoiding improvisation.
- To verify that the training provided has been fully understood, and if this is not the case, to pinpoint how training in emergency matters can be bolstered.
- To promote a safety culture at the site.
- To comply with the applicable regulations.

Positive aspects:

As a rule, and taking into account how complicated the performance of certain combined aspects may be (a wounded person, environmental management, hands-on ex-

perience on a new installation, internal and external communication, the coordination of internal and external services), the exercise was deemed **SATISFACTORY**.

At the end of the drill, during the briefing, all the personnel engaged in a proactive exchange of impressions. OHS, Engineering and the health and safety officers congratulated all the people who participated actively in the drill for their good work. The opportunity was used to offer all participants in situ training on how the fire-fighting system operates in the area, the sewage network and environmental management.

Other training

Training in the safe use of vehicles/Mossos d'esquadra [Catalonian Autonomous police force]

Scape Room

Heimlich Manoeuvre + LifeVac

Lifting platforms / Extinguishers

SDG3

Good Health
and
well-being

Occupational accidents (2019-2022)

For 2021-2022:

This year, 2022, the number of occupational accidents with sick leave has increased compared to the previous year, although most of these accidents lead to very few lost working days and are caused by knocks, cuts, conditions affecting the upper limbs, particularly the hands, which is why the annual training in OHS places the emphasis on risks and preventive measures to avoid these types of accidents.

One of the accidents involved the entrapment of a person who fractured a finger and needed 80 days' sick leave to recover. 2021 is 50% down on 2022.

For 2023-2022:

This year, 2023, the number of accidents and days of sick leave are the same as in 2022, although all of the rates fell due to the growth in the workforce following the integration of PRO-BISAU in January 2023.

Promoting a Preventive Culture: Risk Assessments

Risk Assessments are updated with the participation of plant personnel and the Occupational Health and Safety Officers with a view to continuing to build a preventive culture before they receive their individual training.

This training is both dynamic and participative: Card games and Lego.



SDG3

Good Health and well-being

Prevention: Training

The purpose of this proposal is to implement an experiential training programme on first aid to foster safety and health in the organisation.

Training in first aid is intended for everyone that needs to acquire or further their knowledge in the area to guarantee emergency management in the organisation.

The First Aid training plan for 2023 features the following:

A training plan lasting approximately 12-18 months that will involve different training workshops for the entire workforce.

Well-being: Training in healthy habits and Mindfulness

Several training courses were organised in the course of 2023 for all employees at all sites, addressing:

Healthy Habits: the subjects of cholesterol, high blood pressure and smoking were covered.

Training is face-to-face.

The training plan will be accompanied by a communication campaign that will reinforce training messages and objectives.

A quarterly training schedule covering different workshops will be drawn up.

Scope: 3 work sites (Palafolls, Esplugues and Olèrdola), approximately 407 people.

The training provided in the workshops will always be very hands-on and dynamic, using impactful tools to guarantee that all the workers learn by experience.

Mindfulness: an experiential and transformative activity. Mindfulness is beneficial to anyone who practises it in all areas.



SDG3

Good Health
and
well-being

Facilities in Esplugues de Llobregat

At its **corporate offices** in Esplugues de Llobregat (Barcelona), the company opts for an **open and collaborative work** culture, besides promoting flexibility, team dynamics and innovation. The facilities feature a modern and attractive design.

All **furniture and fittings are ergonomic**, restating our commitment to the health and well-being of all our employees.

The company has also introduced **flexitime** to improve employees' work-life balance, which has a direct impact on their well-being and health. This plan is implemented at the sites at **Palafolls and Esplugues**.

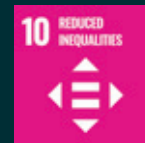


SDG10

Reduced Inequalities

Since 2021, we have been working to adapt our Equality Plan according to Royal Decree 901/2020 of 13 October.

We apply the same criterion of respect and equality for all people, regardless of their beliefs, gender, race or religion. This objective is included in SDG 10: Reduced Inequalities.



SDG10

Reduced Inequalities

Respect and diversity

We promote **social inclusion** and guarantee **equal opportunities**, irrespective of age, gender, religion, race or any other condition, committing to gender equality, as provided for in our approved Equality Plan with the relevant compliance audit that has shown there is no pay gap.

The Equality Plan runs for a term of four years (2023-2026) and is reported to and signed by the Works Council.

Respect is one of the cornerstones of coexistence and is essential to teamwork. Diversity always adds value, and we must appreciate it.

We state our commitment to promote the defence and effective enforcement of the principle of equality between men and women, guaranteeing the same opportunities in personnel recruitment and professional advancement at all levels of work.

Respect is one of the cornerstones of coexistence



SDG10

Reduced Inequalities

Equality plan

Bioiberica establishes and develops **policies that ensure equal treatment and opportunities between men and women** in each and every one of the areas in which the company operates: recruitment and promotion, wage policy, training, working conditions and employment, occupational health, organisation of working times and work-life balance.

Our **Equality Plan** involved an exhaustive diagnosis of the situation and the status of women and men in our company to detect the presence of possible discriminations or inequalities that call for measures to be taken to eliminate or correct them. We already have an approved Equality Plan and its relevant compliance audit, which has shown that there is no pay gap. The Equality Plan runs for a term of four years (2023-2026) and is reported to and signed by the Works Council.





SDG10

Reduced Inequalities

High participation of employees in the psychosocial risk assessment

Following the psychosocial risk assessment in 2021, this year we made headway in this line with a view to making the organisation a **safer and healthier place**.

The project began with a major organisation-wide communication campaign to attract the attention of all company workers to ensure that they would regard the assessment as an action and a commitment to create a good work climate to promote the well-being of everyone concerned. The participants then went on to complete the FPSICO questionnaire, with the confidentiality of all the participants guaranteed and

with a very high response. We compiled all this information and validated it through personal interviews to explore the answers to the questionnaire in greater depth.

This **yielded a psychosocial risk assessment that denotes a high degree of satisfaction among all participants**. In order to address the psychosocial factors of most concern to respondents, co-creation groups were established to identify actions to promote continuous improvement. Recreational activities were used to generate new ideas on long-term solutions.

SDG10

Reduced Inequalities

Three work meetings were held with the designated co-creation teams comprised of 10 people from different departments in order to ensure **fully balanced representation**, with the following structure:



Challenge Session

Here, the objective was to analyse the difficulties detected and to define the challenge to be tackled.



Solution Session

A recreationally-based creative search for solutions to the first session's challenge.



Action Session

Define how we were going to implement these solutions.

Thanks to the knowledge and participation of all the employees, the sessions resulted in a set of proposals that will be evaluated and taken into consideration.



SDG10

Reduced Inequalities

Working conditions

Working conditions at Bioiberica are the same for all workers, regardless of our employees' gender, race or condition. We foster and promote inclusive economic and social growth on a personal and company level.

The factors that determine the beginning of a **recruitment process** and a subsequent **hiring** are production needs and the creation of new jobs.

Depending on the profile sought by the company for the position to be filled, **recruitment** may be conducted through **universities, web applications** or using **temporary employment agencies**, among other channels.

It is expressly forbidden to condition the hiring or promotion of an employee upon factors that have nothing to do with professional merit or the capacity and competency to do the job in question.

Job offers shall not be conditioned by any of the aforementioned factors, meaning that no questions related to them will be included in recruitment processes.

Bioiberica has updated its working hours policy in order to promote a good work-life balance, reinforce the attention we provide to our international clients and improve the work climate.

Flexitime is a qualitative improvement and the company intends to make sure that this system evolves in the coming years.

All split-shift personnel enjoy flexitime, as well as 12 discretionary hours they can use every quarter, while staff working full-day shifts with no lunch break have 26 hours per quarter that can be worked flexitime and their hours-worked bonus is adjusted.

Our **flexitime** system therefore allows employees flexibility in distributing a certain percentage of their working hours to adapt to periods when the company's activity spikes, and this extra time worked is made up for during periods when the workload drops.

Remote working:

In order to complement the working hours policy deployed over the last few years, we have gone a step further and have been using remote working one day a week since 2022.

At this moment in time, 67% of our employees work remotely.

SDG5

Gender
equality

Between 2021 and 2022, Bioiberica worked on producing, describing and developing its Equality Plan with the assistance of specialised external consultants. The plan came into effect in February 2023 and will run for 4 years (with its corresponding reviews).



SDG5

Gender
equality

Equality Plan Monitoring Committee

When the plan was deployed, an Equality Plan Monitoring Committee was created and tasked with meeting at least once every quarter to take suggestions and complaints (as applicable) from employees and subsequently analyse them and propose solutions, review indices and publish reports at least every year.

*The relevant
Spanish authorities
will perform the
corresponding reviews
as mandated by
the legislation and
regulations in force*



SDG5

Gender equality

General objectives

1. To promote the principle of **equal treatment and opportunities between women and men** at Bioiberica, applying this principle in all areas and including it in the company's management model, and to guarantee the **same professional opportunities in terms of employment, recruitment, remuneration, training, development, promotion and work conditions**.
2. To guarantee the **absence of discrimination**, either direct or indirect, on the grounds of gender, and more particularly, any discrimination derived from maternity, paternity, attending to family obligations, marital status and work conditions.
3. To do away with any form of discrimination in in-company promotion and recruitment with a view to achieving a **balanced representation of women and men**.

To guarantee company-wide professional equality

Specific objectives

1. To ensure a gender perspective in personnel recruitment processes, **guaranteeing equal opportunities for women and men in job vacancies and in the recruitment and hiring system**.
2. To **strike a balanced composition of women and men in the different professional categories and levels**.
3. To guarantee the presence of **equality criteria** in all internal promotion processes.
4. To ensure that measures are offered to promote joint responsibility and work-family-life balance using **flexibility criteria and by developing remote working policies** aligned with the company's organisational needs.
5. To guarantee the **non-existence of gender-based discrimination in the wages or salaries paid** to male and female employees.
6. To guarantee a **safe working environment, free of sexual- and gender-based harassment**, through the implementation of the Protocol for the Prevention of and Action against harassment, and to create awareness and inform the workforce about this Protocol.
7. To ensure that **everyone is conversant with the contents of the Equality Plan and the measures to be taken by the entire workforce, and also to create or raise awareness of Equality-related issues among the workforce**.

SDG5

Gender equality

With the help of external consultants, Bioiberica has held training sessions on the Equality Plan for all employees

The training had the following format:

- **Seven classroom-based training days** spread across the three work sites: Palafolls, Esplugues and Olèrdola.
- **Online sessions** for workers who were unable to attend the sessions in person.
- **Video for new-starts** and for anyone unable to attend the face-to-face or online training sessions. This video was made available on the BioAcademy internal training platform.

Workforce
31/12/2021

328 workers



Balanced technical level Professional promotion

- Commercial/sales positions
- R&D
- Quality
- CFO Area
- Administrative level
- Logistics/Supply chain
- Production/Operator level
- First-line and middle management
- Business units
- CEO Area

2021*: Seven promotions, 3 women (42.86%) and 4 men (57.14%).

2020*: Nine promotions, 2 women (22.22%) and 7 men (77.78%).

The company guarantees an objective and transparent promotion procedure, to which end it applies the criteria described in its **PG018 HR protocol**, which was produced for this purpose.

**Data taken directly from our employee database to create the Equality Plan.*

SDG5

Gender equality

This protocol is mainstream or corporate and applies to all Bioiberica organisations without distinction

In the course of 2023, Bioiberica also hired an external consultant to assist in the creation and deployment of a **Protocol for Sexual Harassment, Psychological Harassment, Gender-based Harassment, Sexual Orientation-based Harassment, on account of Gender Identity or Expression (LGTBI Collective) and discrimination in the workplace.**

The Protocol was drafted and approved by Bioiberica's corporate management and by the external consultant, who provided creative and writing support; it takes Bioiberica's current principles and values into consideration and is intended to prevent, avoid, resolve and discipline any alleged cases of sexual and psychological harassment, gender-based harassment, harassment based on sexual orientation, gender identity or expression or discrimination that occur, and is regarded as an indispensable requirement to guarantee dignity, integrity and equal treatment and non-discrimination between women and men for sex and/or gender reasons.

Bioiberica ensures that the people who are to participate directly in the processes described in this Protocol have access to adequate information. It also undertakes to monitor any cases that occur, for statistical purposes, in order to gauge the real incidence of these situations in job positions inside the Organisation. This will enable us to implement, in the long term, any measures hitherto not envisioned or even to review the Protocol.

The Protocol has been disseminated amongst the workforce and is available to anyone on request (it is also posted on Bioiberica's Intranet).

The Protocol is not a definitive or cast-in-stone document. It will be updated and adapted to the relevant regulatory developments that implement specific measures in each one of the areas involved, and more specifically in accordance with the provisions of article 15 of Law 4/2023, of 28 February, to guarantee real and effective equality for trans people and to guarantee the rights of LGBTI people.



SDG6

Clean Water
and
Sanitation



To guarantee the availability and the sustainable management of water and sanitation for our sites.

Water is the planet's most important natural resource and we acknowledge that access to water is a basic right for everyone. Moreover, water is essential and necessary for us to make all our products and we are therefore firmly committed to managing it adequately and to conserving it sustainably.



SDG6

Clean Water
and Sanitation

Our commitments at the Palafolls production facility

Water reduction

To reduce the amount of water used per ton of product.

We guarantee

To guarantee that the company's activities protect local water resources.

Clean water


To make sure that all water returned to the environment is clean.

Water regulations

To obtain sufficiently clean water for it to be reused internally for activities permitted by the regulations.

Collaboration

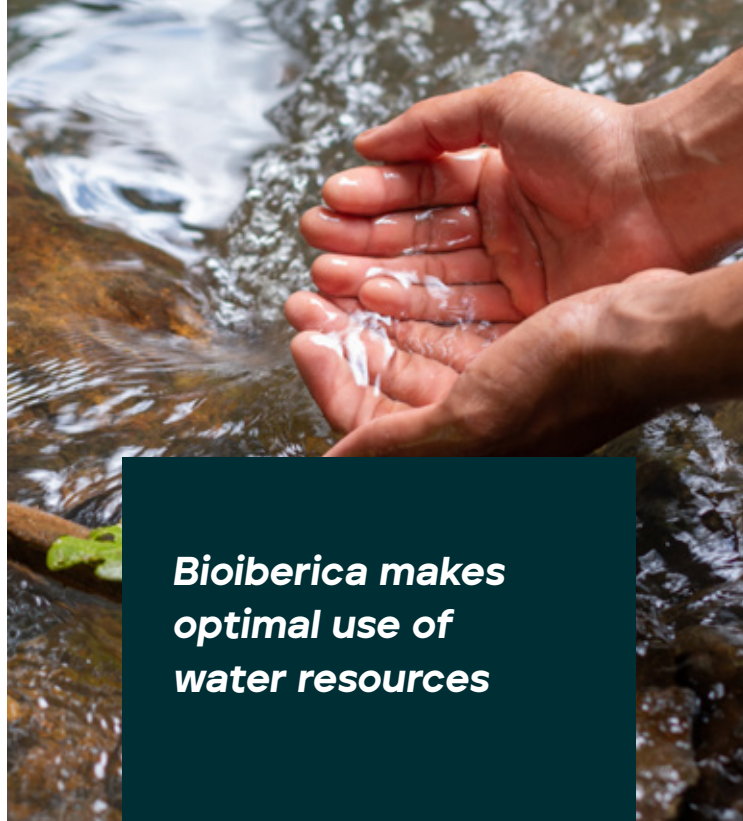
To collaborate with other societal actors in creating/raising awareness, conservation and having access to water.



We recently secured permits to reuse the water treated in our cooling processes to irrigate communal green areas at our Palafolls plant

SDG6

Clean Water
and Sanitation



***Bioiberica makes
optimal use of
water resources***

We have increased our water reuse rate from 15%-20% to 60%

From now until 2030, according to the United Nations, water resources should be used more efficiently in all sectors, and the sustainability of freshwater abstraction and supply will need to be guaranteed if we are to counter the shortage of water and bring about a considerable reduction in the number of people affected by water scarcity.

<https://www.un.org/sustainabledevelopment/es/water-and-sanitation/>

Bioiberica has been reusing water by means of vacuum pumps since 2006.

EFFICIENT USE OF WATER RESOURCES:

In 2021, we obtained permits to reuse recovered water to irrigate the company's green areas and we readied the installations required to do this in the course of 2022.

SDG6

Clean Water
and Sanitation

Sustainable reuse of water in our facilities with our own treatment plant

Our plant at Palafolls has a drinking water concession to use **210.00 m³ of water per year from our own sources.**

The plant's water consumption has increased following the extension of its activity. The company has taken measures to **reuse part of its treated waste water** to avoid having to increase well water consumption.

The company also intends to **reuse a part of this water to irrigate the facility's landscaped and wooded areas.**

The on-site treatment system comprises pre-treatment (regulation tank), primary physico-chemical treatment and secondary treatment using activated sludge (max-

imum treatment volume of 504 m³/day, operating 24/7, 360 days a year):

- Aerated homogenisation.
- Solid separation (Cavitation Air Flotation [CAF] unit).
- Biological aerobic reactors (4, with the following controls: pH between 6.5 and 8, temperature between 10°C and 40°C and the absence of toxic or process-inhibiting substances, such as heavy metals, excessive salinity, etc.).
- Decanters.
- Regulating and containment pond with a total capacity of 300 m³.
- Biological sludge thickener and sludge centrifugation.

Part of the water from the WWTP output pond (volume of 300m³) is diverted to ultrafiltration units, sent to a 50-m³ expansion tank and chlorinated

SDG6

Clean Water and Sanitation

Our chlorinated water is currently diverted to the vacuum pump cooling circuit and, following use, it is returned to the WWTP output pond.

We have the relevant **permit from the Catalan Water Agency (ACA) to reuse the water (CC2009000403) for a volume of 94,500 m³/year (263 m³/day) that was granted on 21 July 2011.**

For this purpose, a tertiary treatment system was installed, based on an ultrafiltration system with membrane ultrafilters.

This water is stored in a **50-m³ expansion tank, where it is then chlorinated.**

The proposal is to divert part of this chlorinated water from the 50-m³ expansion tank to the plant's irrigation system. The scheduled annual consumption is about 34,097 m³/year (93 m³/day).

The ultrafiltration and chlorination processes currently applied mean that we will be able to fulfil **the parameters required by Royal Decree 1620/2007 of 7 December, which regulates the legal system governing the reuse of treated water.** The disinfection (chlorination) process is performed by adding 12.5% sodium hypochlorite to the recovered water expansion tank, with chlorine monitored on a daily basis.



SDG6

Clean Water
and Sanitation

Emissions in water



Irrigation with Waste water

The total volume of waste water is 181,440 m³/year, of which 34,097 m³/year will be used to water 1.6 hectares of grass and plants.



Efficient irrigation

The proposal for irrigation is 21,310 m³/ha/year, by sprinklers and drip, with a nutrient load of 511.5 kg N/ha/year, 268.5 kg P₂O₅/ha/year.



Non-vulnerable plot

The plot is not located in a vulnerable zone that could be affected by nitrates from agricultural sources.



Sandy soil gradient

The soil texture is sandy, with a gradient of 1.15% and developed roots.

SDG13

Climate
Action



The company set out upon its mission to reduce its environmental impact more than 20 years ago by securing the ISO 14001, EMAS and ISO 50001 certifications. This document is intended to highlight our commitment to fight climate change through our Climate Strategy, the ultimate goal of which is the decarbonisation of our activity. To bring this goal to fruition, the company has set itself ambitious GHG emission reduction targets.



SDG13

Climate
Action

Climate Commitment and Sustainable Development in Action

Bioiberica makes every effort to achieve these objectives by taking actions aligned with the recommendations of the **Task Force on Climate-Related Financial Disclosures (TCFD)** and which are therefore endorsed by the results of detailed analyses and qualifications studying both the risks and the opportunities brought by climate change.

These actions are linked to the global objectives defined to achieve the Sustainable Development Goals (SDG-7, Affordable and Clean Energy, and SDG-12, Responsible Consumption and Production). The company has a certified Corporate Social Responsibility (CSR) management system that is aligned with the SDGs is certified (SDG-13, Climate Action) which is currently in the certification process.

**Bioiberica
is driving
towards
sustainability
with certified
actions that
are aligned
with the
TCFD and the
SDGs**



climate
commit-
ment

SDG13

Climate
Action

Development of new
Business lines that will
deliver more efficient and
more sustainable technical
solutions

Strategy

Bioiberica has a **Climate Strategy Plan that was approved in 2022.**

We know that the quality and safety of our products, respect for the environment and the application of energy efficiency principles, concern for the safety, health and well-being of people, risk prevention and corporate social responsibility are the driving forces that underpin the satisfaction of our team, clients and suppliers, not to mention society and our shareholders.

In this framework, realising that climate change is the greatest challenge ahead of all of us, we have established a strategy with a clear final goal, **to achieve GHG emission neutrality.**

CO₂

The management and reduction of our own and third-party carbon footprints

With the goal of fighting climate change and delivering value to the company's stakeholders, **our global strategy has two lines of action geared towards the decarbonisation of the economy and fighting the effects of climate change:**

- The management and reduction of our own and third-party carbon footprints.
- The development of new Business lines that will deliver more efficient and sustainable technical solutions.



SDG13

Climate Action

Multiple initiatives have been, or are in the process of being, implemented to achieve the desired emission reduction targets:

- The **ISO 50001** certification has made it possible to address new improvements in matters of energy efficiency, lighting, heating, ventilation and air conditioning, production operations, awareness-raising amongst the personnel, the control of uses and consumption, etc.
- **Energy efficiency criteria** have been factored into the procurement of equipment and services and we are also using **certified renewable electrical energy** at the plant.
- The **regulation of the steam boiler** burners has been automated.
- The use of frequency shifters for **high-powered pumps has been implemented everywhere.**
- Work is ongoing on the evaluation of emissions from our entire supply chain with a view to implementing improvements. The risks and opportunities arising from climate change have been assessed and measures are being taken to **reduce GHG.**
- **The procurement of renewable energy has been undertaken** at the plant in Palafoills and this policy will be extended to our other facilities.



Reduction of GHG emissions

GHG emission reduction target:
Scope 1 + 2: -30% by 2030 in absolute terms.
Scope 3: Assessment ongoing.



Climate roadmap

To reach climate-neutrality by 2050.



Renewable electricity

100% of renewable electricity by 2024.
1000 kW of installed photovoltaic power.

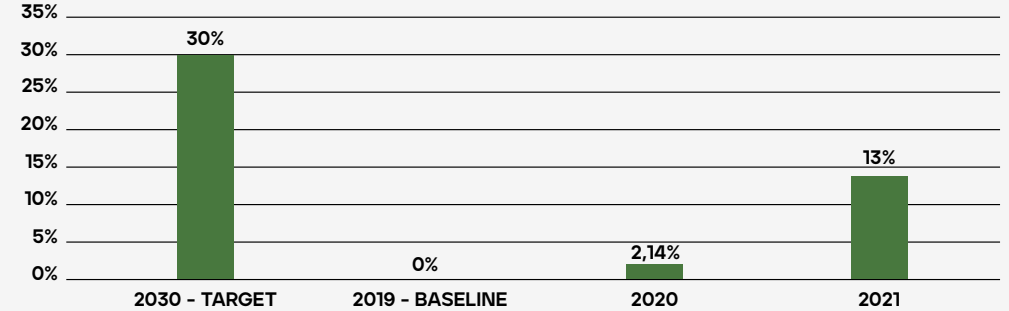
SDG13

Climate Action

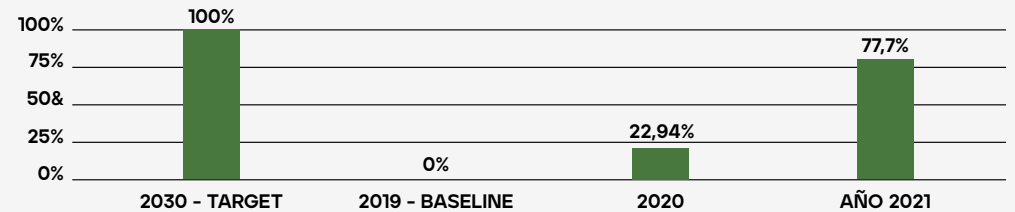


Reduction in
GHG emissions

30% reduction in Scope 1 & 2 emissions by 2030



100% renewable electrical energy by 2024



Reduction in Scope 3 Emissions

In 2022, the targets are being calculated and defined.



SDG13

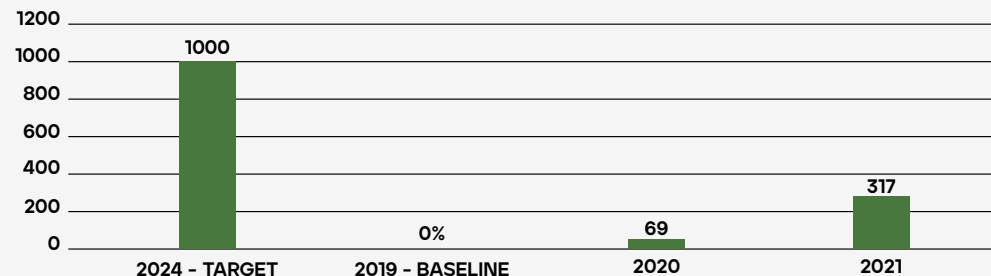
Climate Action

Installation of photovoltaic power

1000KW

for 2024

Installed power (kW)



SDG4

Quality
education

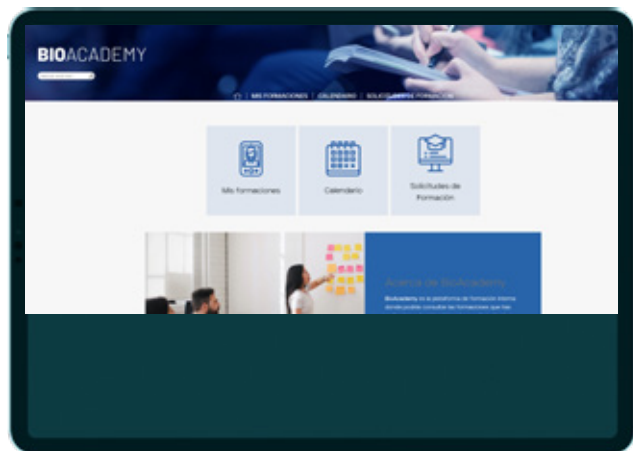
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Bioiberica's vocation is to maintain a long-term relationship with our team, one in which training, promotion and talent development are the driving force of their professional advancement, while also making headway in our commitments to diversity, inclusion, equal opportunities and parity, creating safe and healthy environments for all our people.



SDG4

Quality education



Bioiberica promotes training, since it is essential to professional and talent development

Our training is aligned with the company's strategic objectives and we plan training annually in order to respond to the training needs identified in different domains: individual, teams, and business and organisational areas.

BioAcademy is the in-company training platform where employees can check the training they have received and the degree of completion of each training activity. Moreover, they can view training topics, do assessments and tests, log their attendance, download certificates, apply for training and also access a catalogue of recommended training courses.

BioAcademy

Bioiberica Training: We promote training

We provide the following types of training:



Internal

(given by qualified in-house trainers)



External



Online

All training actions are **recorded and rated based on the degree of satisfaction and the extent of the applicability of the content to the job**, fostering a culture of learning based on personal responsibility.

SDG4

Quality education

Work experience programme

Bioiberica has **partnership agreements with different educational institutions** (mainly universities) whereby students get **hands-on practice** in the company.

This work experience helps students to apply and complement the knowledge they acquire in academic education, and also helps them to acquire skills that will prepare them for their future career.

Bioiberica assigns a **tutor or a supervisor who accompanies the student** during the learning process.



SDG4

Quality
education

Compulsory training related to Certifications

TRAINING TOPICS

- OHS
- GMPs
- Environment
- Energy efficiency

CERTIFICATIONS

- ISO 14001
- ISO 45001
- ISO 50001
- GMP and GMP+ Certification
- Hazards Analysis and Critical Control Point (HACCP)
- New Certification (05-2023/2026) in Food Safety according to FSSC 22000
- UNE 19601:2017 Certification



SILVER

2023

ecovadis

Sustainability
Rating

09 Partnering, shall we collaborate?



Partnering, shall we collaborate?

We have a portfolio of over 100 products marketed in more than 80 countries the world over

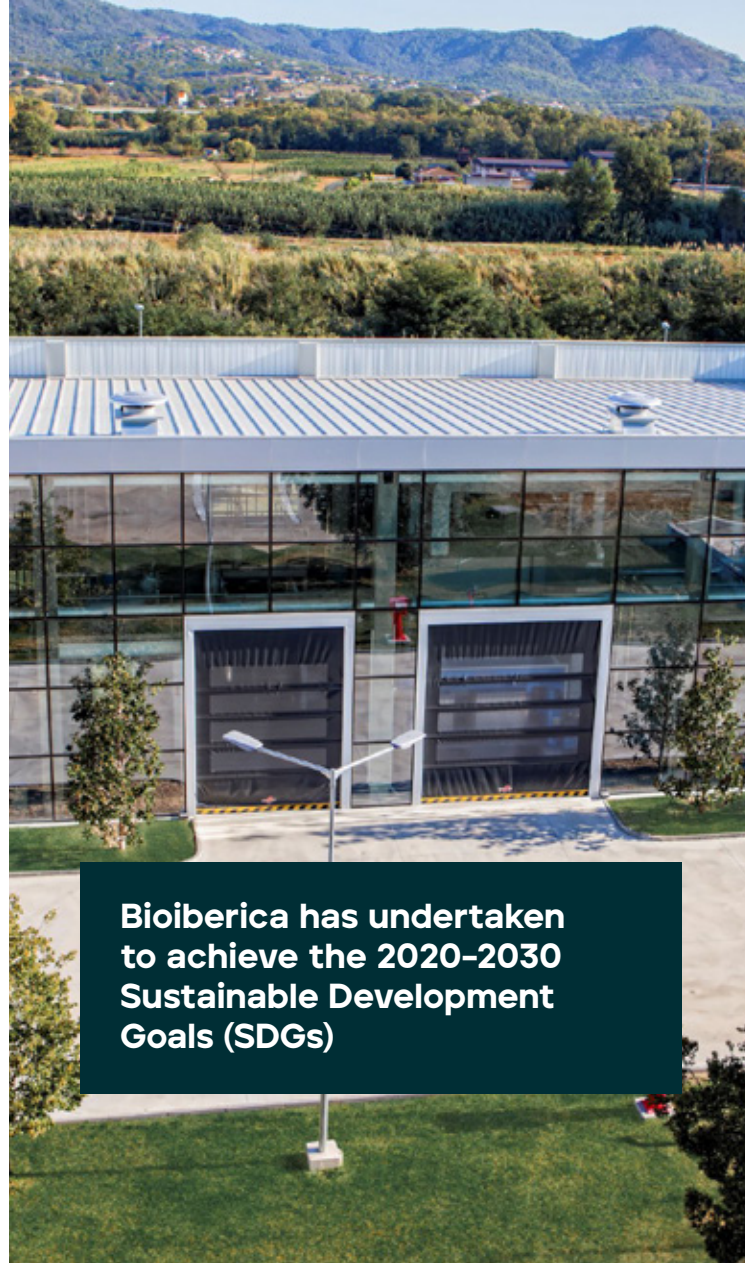
Bioiberica is committed to science, life and the future. This is why we are constantly evolving and we seek to continue to grow and provide innovative solutions for **human, animal and plant health**.

To achieve these goals, we engage in strategic collaborations with other companies or institutions that share our philosophy in order to develop new products and businesses.

Licencing in & out

We investigate and are open to co-creating licences for drugs and other third-party products to extend and bolster our 100+ product portfolio.





Bioiberica has undertaken to achieve the 2020-2030 Sustainable Development Goals (SDGs)

Partnering, shall we collaborate?

We enter into strategic alliances to develop our products

We are experts in the research, production and marketing of natural-origin molecules with a high biological and therapeutic value, always with the backing of the latest international trends in innovation and science.

Our **facilities are fully equipped with cutting-edge technology** and are qualified to develop and even contract-manufacture active pharmaceutical ingredients, ingredients and other compounds extracted from natural-origin raw materials.

Distribution is one of the most important ways to reach new clients and to cement the loyalty of those with whom we have been dealing for some time. We are always on the look-out for new partners to work locally, regionally and internationally.

We proactively pursue **strategic alliances with public and private research centres, hospitals, academic institutions and other companies** all over the world to **develop new products**.





Sustainability Report 2023

