

Sustainability Report 2021



Contents

01	02	03	04	05	06	07	08	09
●	●	●	●	●	●	●	●	●
Message from the CEO	Caring for life through science	Global presence	Our figures	Our locations	Purpose, Vision, Values	Business units	Sustainable Development Goals	Partnering

01 Message from the CEO



Message from the CEO

Global health: the health of life

We are just beginning to emerge from the most severe and complex health crisis in recent times. The sense of solidarity and community we have experienced throughout the pandemic has significantly tightened our ties of collaboration. There is still a long road ahead and many challenges will have to be faced before this pandemic is behind us.

At Bioiberica, as a life sciences company, our more than 45 years of experience and the support of the most recent findings have shown us that if we want an optimal future, we must create a good present. We will therefore face the coming years with the conviction that our actions will have an impact on the lives of future generations and their planet.



Message from the CEO

"Passion for
life and the life
sciences drives
us to maintain
our leadership"

Luis Solera, CEO of Bioiberica

Life. Science. Sustainability

This perspective guides Bioiberica's commitment to global health, the health of life. Under the One Health concept, all of our research activities pursue the same goal: **"to care for life sustainably through science"**. This is our corporate purpose; the driver of our day-to-day work.

Our passion for life and the life sciences drives us to maintain our world leadership in the production of heparin and our reputation as a global benchmark in the production of active pharmaceutical ingredients. Based on scientific rigour, safety, production excellence and the talent of our team of professionals, we reaffirm our commitment

to sustainability and environmental protection. We're proud to have been audited and certified by **Bureau Veritas** to align our CSR management system to the Sustainable Development Goals, but the most important fact is the constant commitment of our entire organisation to ensure our circular bioeconomy and work towards a zero waste future.

We are convinced that all leadership must be rooted in sustainability. Therefore, as a global company in the life sciences, we believe that keeping life and science together is a challenge that speaks to and affects us all.



02 Caring for life through science

Bioiberica is a global life sciences company committed to improving the health and well-being of people, animals and plants.



Caring for life through science

Leaders in the production of the active ingredient heparin

We have **more than 45 years of experience** and are the leading producers of the active ingredient heparin. We specialise in the identification, extraction and development of **biomolecules of animal origin** that are transformed into high-quality products for the pharmaceutical, nutraceutical, veterinary, animal feed and agricultural industries.

Bioiberica is a global company that markets its products in more than 80 countries.

We have a total of **eight international locations in Spain, Italy, Poland, Germany, the United States and Brazil**, staffed by a driven team of over 450 professionals presenting a portfolio of more than 100 products.



+45

years of experience



+450

professionals



+100

products in portfolio





Caring for life through science

A commitment to science, excellence, safety and sustainability

Bioiberica belongs to the **German SARIA Group**. Because Bioiberica is a vertically integrated company, it can guarantee the traceability, control and quality of all its products by ensuring the supply of raw materials.

Curious by nature, we are always eager to explore new horizons.



Science



Excellence



Safety



Sustainability



03 Global presence



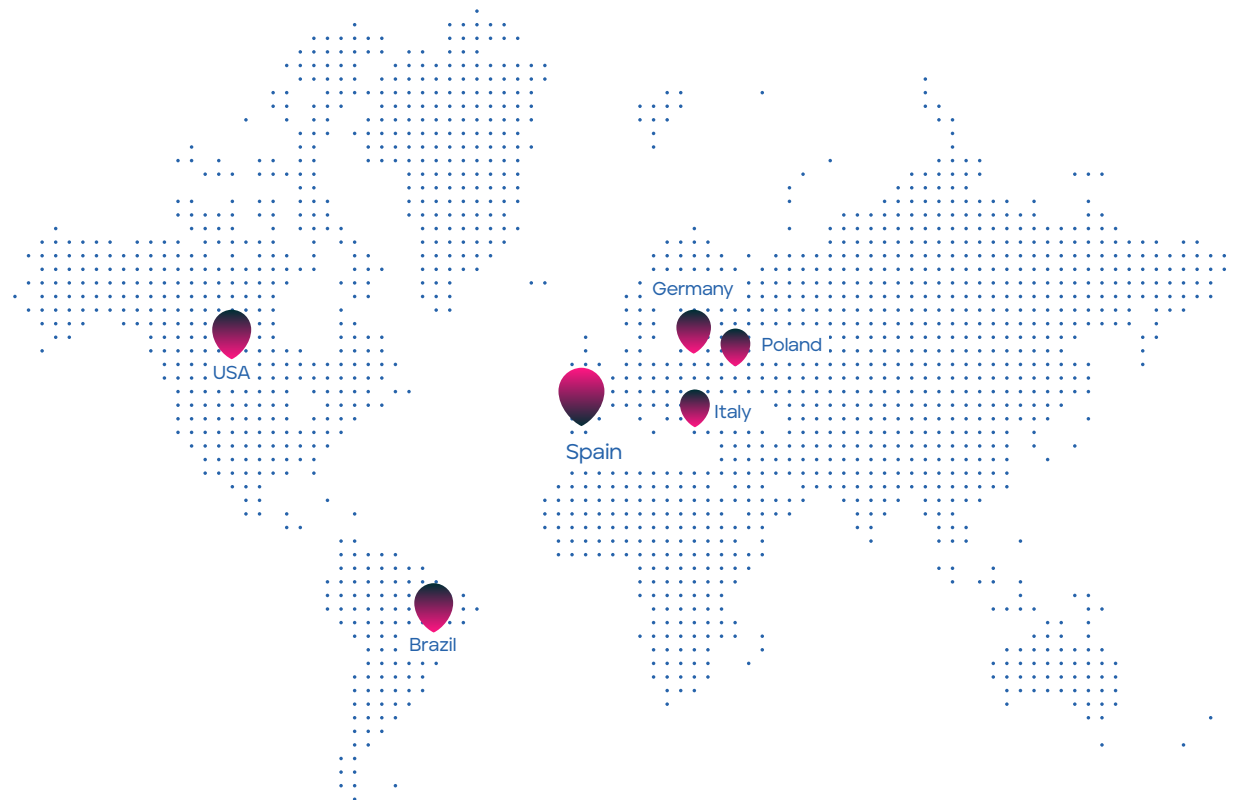
Global presence

1975



b Bioiberica

Our beginnings date back to 1975, when we started researching and producing the active ingredient **heparin**, the world's leading anticoagulant, which **saves more than 100 million lives a year**. Since then, we have continued to specialise in the identification and development of molecules of high biological and therapeutic value.



Offices and
production plant Palafolls, Catalunya



Production centres Spain, Germany, Poland, Italy, USA, Brazil



Global presence

Our affiliates

Certification of the Sustainable Development Goals (SDGs) for the Palafolls and Esplugues de Llobregat centres has begun, as they are our main sites in Spain. The data included in the report refer to these two centres.

The plan to include **CSR Management System Certification** aligned with the Sustainable Development Goals (SDGs) for our external plants will be implemented progressively over the next few 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, Brazil

Bioiberica GmbH
Aurea 4, 33378 Rheda-Wiedenbrück, Germany



Biotee Sul America



Bioiberica GmbH

04 Our figures



Our figures



20M
people

benefit from our pharmaceutical and nutraceutical ingredients every year.



100M
animals

have improved their nutrition and health thanks to our ingredients.



2.5M
hectares

of agricultural crops are treated with our plant health solutions.



+450

employees



8

production centres around the world



80

countries market our products



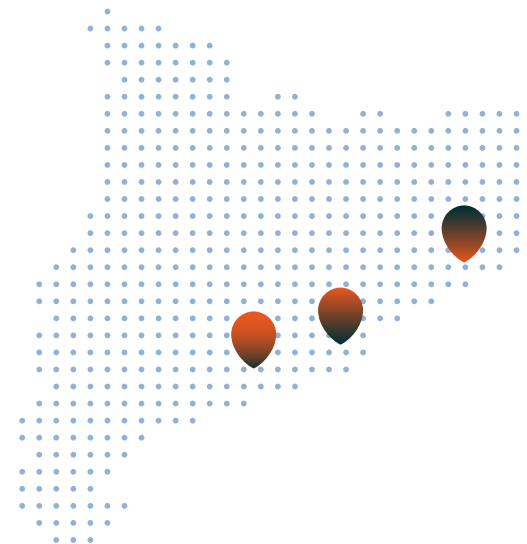
+100

products in our portfolio

05 Our locations



Our centres



A year ago, we started the certification process for the CSR management system aligned with the Sustainable Development Goals (SDGs) at our main headquarters in Spain: our production centre of excellence located in **Palafolls**, our headquarters in **Esplugues de Llobregat** and our Heparin Purification **Plant Probisa**.



Palafolls

Headquarter

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



Esplugues de Llobregat

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



Probisa

Biological Products
Heparine Purification Plant
Polígon Industrial de Avinguda del Cadí, 43, 49, Bajo
08734 - Olèrdola (Barcelona, Spain)



06 Purpose, Vision and Values



Purpose, Vision and Values

First and foremost, we are life, which is why we put life before every action, every initiative, every solution. Life is the origin of the known and the unknown, the power that drives us, moves us and gives meaning to our constant yearning to make every effort to move forward. But this would not be possible without science supporting us, making us stronger and helping us break down barriers and cross borders. It takes us to the future and brings us closer to the world around us. A planet, a home that deserves our deep commitment and respect, that must be cared for but also protected, that has given us so much and to which we owe a great debt. Three words: Life. Science. Sustainability.

At Bioiberica, we are very aware that the **quality and safety of our products**, our respect for **the environment** and the application of **principles based on energy efficiency, safety and people's health and well-being** are the pillars of our daily work.

**Caring
for life
sustainably
through
science**



Life Science Sustainability

Purpose, Vision and Values

Health and safety, production excellence, sustainability, trust and commitment: they are who we are and what we do. They are the pillars of our success.

Being world leaders in the manufacture of active pharmaceutical ingredients (APIs) of animal origin.

Thanks to our unique business model and backed by the experience, innovation and commitment of our team of professionals, Bioiberica aims to continue growing to become the **world leader in its area of activity.**



Purpose, Vision and Values

Our corporate values

Trust

We offer **safety and support** to each client and each person. And collaboration helps us believe in our own potential. Because our talent, ideas and initiatives are the best way to make a better society.

Commitment

We feel a strong commitment to our clients, our teams and our planet. This enhances our active role as an enabler of **solutions that differentiate us and allow us to move forward**. All of this is driven by our passion for and conviction about caring for life.

Proactivity

We make things happen. We are one step ahead, asking the right questions to find the best answers. **Our curiosity moves us forward every day.**

Respect

A feeling, a conviction that comes from deep within us since birth. Because respecting is understanding, and understanding means taking action and **putting life before everything else to protect and improve it.**



07 Business units



Business units



Human Health



Heparin Science

Leaders in the production of the active pharmaceutical ingredient heparin.



Healthcare

Research, production and sale of active pharmaceutical ingredients of animal origin for the pharmaceutical industry and ingredients for the nutraceutical and food industries.

Animal Health



Companion Animal Health

Science-based solutions to improve the health of pets suffering from chronic diseases.



Animal Nutrition

Innovative feed ingredients that improve the health and performance of production animals.

Plant Health



Plant Health

Sustainable solutions to fight plant stress, increase crop performance and improve crop quality parameters.



Active pharmaceutical ingredients

Your reliable partner

Bioiberica is a world leader in the research, production and marketing of active pharmaceutical ingredients (APIs) of animal origin, such as thyroid extract, chondroitin sulfate, heparin and glucosamine, which are manufactured in accordance with the highest quality and safety standards.

We are experts in our field and provide the analytical knowledge, market experience, and quality and regulatory support that pharmaceutical manufacturers need to accelerate new product development and **improve the health and well-being of people** all over the world. Furthermore, our production capacity and vertically integrated supply chain model ensure **full traceability, safety and sustainability of our APIs of animal origin.**

This makes us more than just a manufacturer and supplier of active pharmaceutical ingredients: we are the partner of choice for innovation with APIs of animal origin.

Watch the following video to **find out more about Bioiberica's APIs** and how we can collaborate on the innovative health-care solutions of the future.



Our products



Heparin Sodium



API chondroitin sulfate



API thyroid



API glucosamine



08 SDGs



SDGs Sustainable Development Goals

Committed to the SDGs and the 2030 Agenda



Bioiberica has selected six SDGs, taking into account the company's departmental diversity.

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

The **Sustainable Development Goals** represent a path towards development in which joint action and innovation are key, not only for governments, as in the case of the international development agendas of the past, but also for the participation of new actors for development and the innovation ecosystem: corporations and SMEs, the research and

academic sector, and civil society. Business has a key role to play in this journey and the current context.

Taking into account our strategic plan for the coming years, ongoing investments and innovation and development projects, **Bioiberica has selected six Sustainable Development Goals to ensure our management system is efficient and transparent.** Each SDG chosen constitutes a strategic business commitment, taking into account both the impact on Bioiberica and the influence of each of the 17 SDGs.



SDGs Sustainable Development Goals



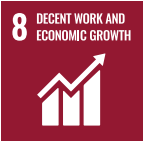
Bioiberica supports the Sustainable Development Goals



Good Health and Well-Being
We develop the necessary procedures to provide a health and safety system for all our collaborators.



Affordable and Clean Energy
We are ISO 50001 certified and committed to the efficient use of energy.



Decent Work and Economic Growth
Social benefits, as well as training and talent retention plans.



Industry, Innovation and Infrastructure
We base our growth on the introduction and promotion of new technologies throughout our supply chain.



Reduced Inequality
We promote social inclusion and guarantee equal opportunities.



Responsible Consumption and Production
We base our production system on a circular bio-economic model.



SDG9

Industry,
Innovation and
Infrastructure



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

As a company, we want to continue growing, being competitive and adapting to market demands. We actively launch new sustainable products and processes to push the envelope in terms of innovation.



SDG9

Industry,
Innovation and
Infrastructure

Contributing to advances in the life sciences

Bioiberica is an international leader in the manufacture of quality products for human consumption and health, animal nutrition and agriculture. We also produce renewable energy and are a service provider for the agricultural and food industries based on the recovery and reuse of all our raw materials.

This **vertical integration** allows us to guarantee quality control and full traceability throughout the production process. It also provides us with a strong **supply chain** model, as well as production flexibility and capacity. This gives us control right from the source (raw material) to the final product. Business has a key role to play in this journey and the current context.

At Bioiberica, we aim to be world leaders in the **identification, extraction and development of biomolecules of animal origin** that are transformed into high-quality products for the pharmaceutical, nutraceutical, veterinary, animal feed and agricultural industries.

This is the vision that drives our R&D team. This vision is expressed in our motto **"Taking life science further"**, which involves contributing to the advancement of the life sciences, an industry that is working to improve global health.



SDG9

Industry,
Innovation and
Infrastructure

Areas of Innovation



Human health

Preclinical studies and clinical trials of the efficacy of APIs and functional ingredients.

New technologies in glycosaminoglycan extraction and characterisation.

Development of new APIs of animal origin.



Pet health

New dermatological health products.

Clinical trials of the efficacy of our formulations.

Development of products for gastrointestinal health.



Animal nutrition

Improved nucleotide formulations.

Hydrolysed proteins.

Bioactive peptides.

Clinical trials of the efficacy of our formulations and ingredients.



Plant health

New biostimulants to fight plant stress.

New products to enhance soil microbiota.

New solutions to protect plants from pathogens.

**Get to know our [scientific publications](#)*

SDG9

Industry,
Innovation and
Infrastructure

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

Heparin is the most widely used anticoagulant and antithrombotic in the world and the history of Bioiberica is closely linked to this molecule. Bioiberica is a leading producer of the active pharmaceutical ingredient heparin, which saves more than 100 million lives a year.

Considered one of the **essential medicines** by the World Health Organisation, heparin was discovered in 1916 by Jay McLean, a young medical student at Johns Hopkins University in Baltimore, Maryland.

It is currently the **most widely used anticoagulant drug** for the prevention and treatment of thrombosis.

According to the International Society on Thrombosis and Haemostasis (ISTH), one in four people worldwide die due to thrombosis-related causes.

Moreover, the heparin molecule and its derivatives show enormous potential for the development of new drugs. New applications are currently being studied in relation to its anti-tumour, anti-inflammatory and antiviral activity.

One out of every five doses of heparin administered in the world comes from Bioiberica.

The most widely used
**anticoagulant and
antithrombotic** in the world

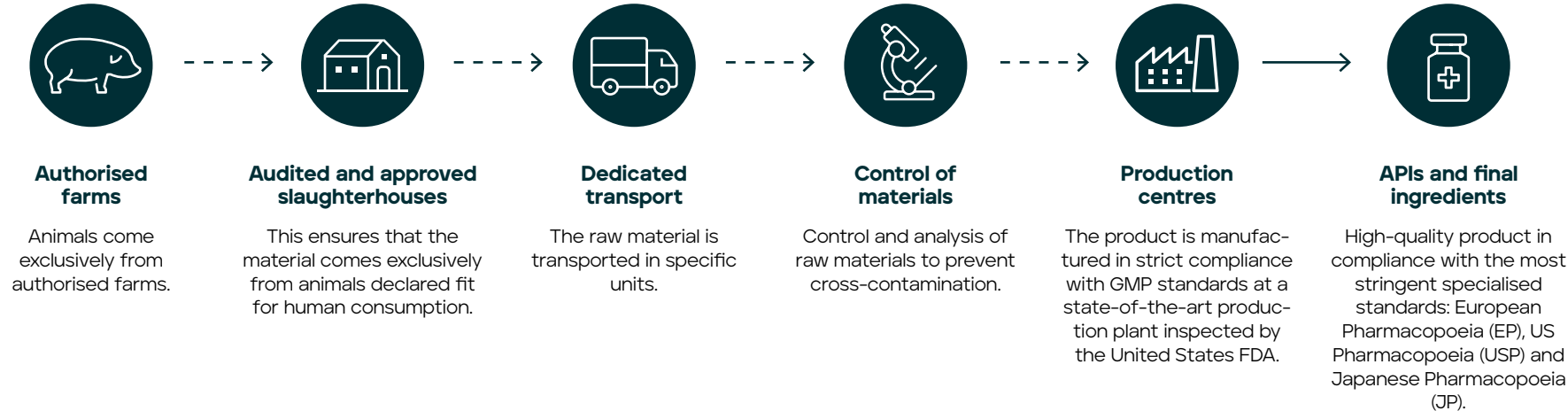
100 It saves more
than **100 million
lives a year**

Bioiberica produces **20%**
of the active ingredient

Heparin
worldwide



Supply chain management



SDG9

Industry,
Innovation and
Infrastructure

Quality and traceability

Our industrial centre located in Palafoxs complies with the strictest current specialised monographs, as well as the most recent good manufacturing practice (GMP) regulations and standards. We guarantee full **traceability and quality control** throughout the production process.

All raw materials arriving at Bioiberica are accompanied by supplier documentation and/or transport documents. This documentation (CMR consignment note, delivery note and/or transport document) contains the information required to determine the exact origin of the raw material. Traceability from slaughterhouse to animal is duly recorded in the slaughterhouse registers, as dictated by the relevant legislation in each country.



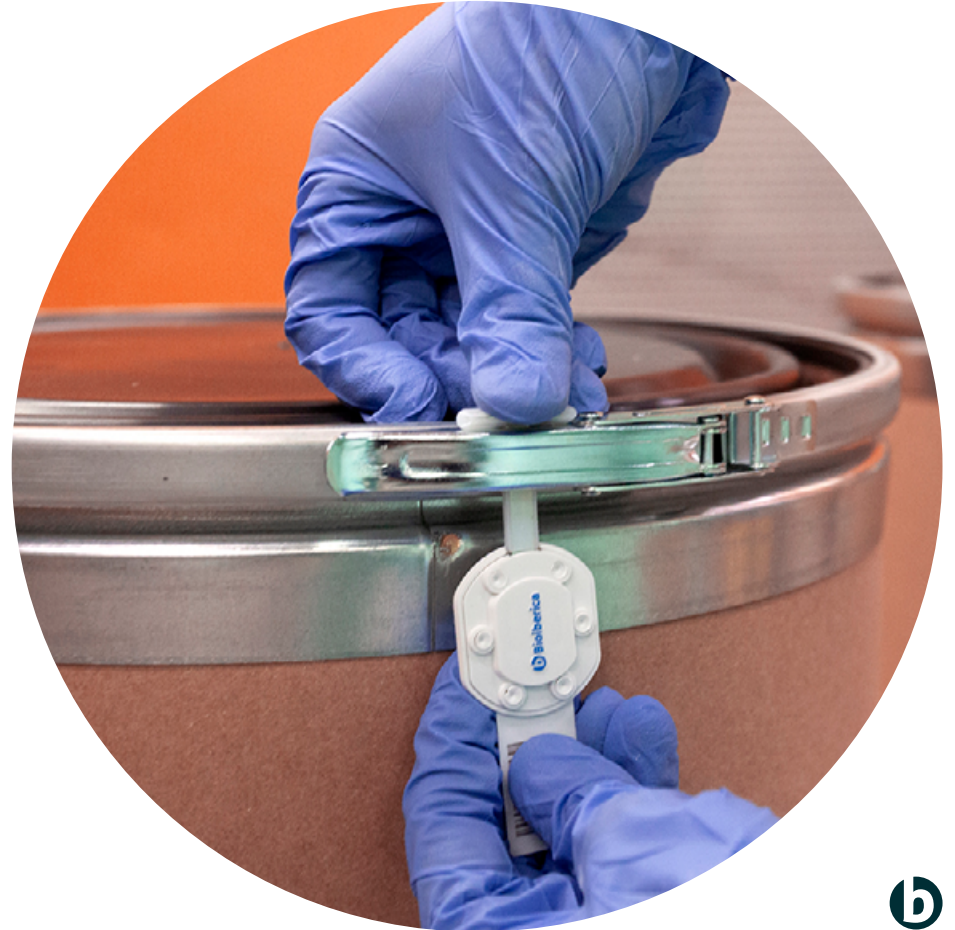
SDG9

Industry,
Innovation and
Infrastructure

The porcine intestinal mucosa used for the manufacture of heparin is purchased exclusively from **slaughterhouses certified in accordance with the legislation in force in each country**, bearing in mind that all these laws stipulate that slaughterhouses must set up an internal traceability system so that ante-mortem and post-mortem health checks can be carried out.

Slaughterhouses and casing companies supplying mucosa are audited every year and a traceability exercise is performed on site in accordance with the legislation in force in each country. For traceability of raw materials in batch records and/or logbooks, a record is kept of the document number linking the raw material to its supplier.

Once the auxiliary materials, reagents and packaging material have been received, they are identified with a consecutive entry/batch number. This code and batch number will be their distinguishing marks so they can be unmistakably identified throughout the process.



SDG12 Responsible Consumption and Production



Bioiberica is a circular economy company that aims to become a zero waste company. We use only natural organic raw materials. In the manufacture of pharmaceutical and nutraceutical products for human and pet health, we obtain valuable co-products that we use to create high value-added ingredients for farm animal feed. Our processes are designed to minimise the consumption of water, energy and auxiliary raw materials.



SDG12

Responsible
Consumption
and Production

Bioiberica A circular economy company

The circular economy is an economic concept interlinked with sustainability that aims to keep the value of products, materials and resources in the economy as long as possible by extending their life cycle, thus reducing waste generation to a minimum.

Bioiberica is a **circular economy** company whose goal is to become a zero waste company. We use biological processes and advanced extraction technologies to obtain safe, effective products while maximising performance and minimising waste generation.

Nature is not an inexhaustible source of resources. That's why we have to use them more responsibly and efficiently. Sustainability and sustainable development are based on meeting the needs of the present without compromising the resources and possibilities of future generations in terms of the environment, society and the economy.



SDG12

Responsible Consumption and Production

Our production is aimed at creating an extensive product portfolio for plant and animal health.

In our production processes, we use **raw materials of biological origin** to develop pharmaceutical and nutraceutical products.

As a result of these processes, we also obtain co-products (hydrolysed proteins and fats), which we use to produce ingredients of feed for farm animals, pets and fish, as well as products for plant biostimulation, nutrition and protection.

In addition, our processes are designed to minimise the consumption of water, energy and auxiliary raw materials in order to reduce our environmental impact. A description of these impacts is included in our environmental statement (EMAS).

Natural resources are limited and valuable, which is why we aim to extract the maximum value from all the components present in the tissues and organs **we work with while using efficient and environmentally friendly processes.**



SDG12

Responsible
Consumption
and Production



We promote an innovative production and consumption system

The **circular economy** model maintains and strengthens socio-economic development, including sustainable job creation, while preserving natural resources for present and future generations without compromising ecosystem function.

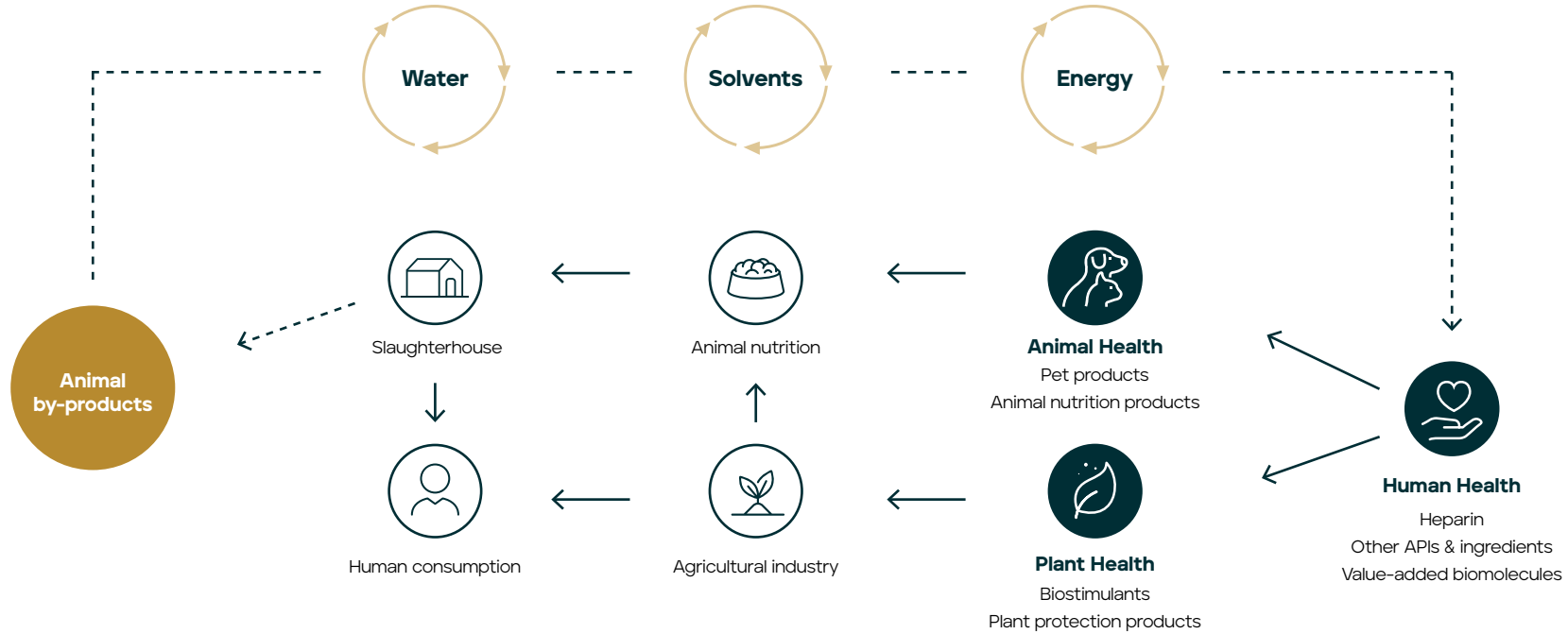
The **Bioeconomy** proposes paving the way towards a more innovative and competitive society that makes more efficient use of bio-based resources and finds a balance between food safety and the sustainable use of renewable resources for industrial purposes while ensuring environmental protection.

Bioiberica is a vertically integrated company that focuses on the **extraction of molecules of high biological and therapeutic value**. We now market more than 100 products that improve the health of people, animals and plants. Bioiberica's production system works by extracting the **maximum value from each biomolecule in animal tissue**.

We understand that production efficiency is one of the ways to promote a sustainable circular economy. We have therefore designed our value chain by first considering all the components of our raw materials and processing aids with the **aim of becoming a zero waste company**.



SDG12 Responsible Consumption and Production



SDG12

The environmental report is updated and published annually on the Bioiberica website.



Responsible Consumption and Production

Committed to sustainability

We are committed to the continuous improvement of environmental conditions by taking complete advantage of the entire process, minimising negative environmental aspects, conserving natural resources and adopting measures to prevent accidental emissions.

We cooperate with public authorities to establish and update emergency procedures to minimise the effects of any accidents in the environment that occur despite all the precautions taken.

We provide stakeholders with the information they need to understand the environmental impact of our activities. We also maintain an open dialogue with interested parties.

We provide all our clients with suitable indications on **environmental aspects related to handling, use and disposal of the products we purchase and produce**, thus controlling their entire life cycle, as well as safety data sheets, packaging and containers (Ecoembes).

Our company's environmental characteristics have been identified by means of an environmental assessment or audit. Environmental standard operating procedures have been established to review and assess these environmental aspects while taking into account normal operating conditions and anomalous or emergency situations.



SDG12

Responsible Consumption and Production

As a result of application of company policy, **Bioiberica has the following certificates**, which guarantee a constant, **respectful and professional** standard of quality towards people and the environment:

- Certification of the **environmental management system in accordance with ISO 14001**.
- **EMAS III** certification **ES-CAT-000010** in accordance with Regulation (EC) No 1221/2009 and subsequent amendment, and Annexes I, II and III in accordance with Regulation (EU) 2017/1505 and amendment of Annex IV in accordance with Regulation (EU) 2018/2026.
- **ISO 45001** (Occupational Health and Safety Management System) after transitioning from OHSAS 18001 (Occupational Health and Safety Assessment Series).
- Certification of the **energy management system in accordance with ISO 50001**.
- **GMP and GMP+** certification.
- Implementation in 2021 of **Hazard Analysis and Critical Control Point (HACCP) certification** in accordance with the British Retail Consortium standard (BRC) and the International Food Standard (IFS).

Assessment of environmental aspects applies at all stages and in all company areas:



Research and development



Management



Raw material sourcing and purchasing



Product storage and handling



Production



Waste

A number of tangible and intangible aspects are considered in this assessment:

- Compliance with regulations.
- Environmental risks.
- Risks to company safety and image.
- Prevention opportunities.
- Possibility of material recovery.

SDG8

Decent Work
and Economic
Growth



At Bioiberica, we grow within a context of sustainable action. As a company, we generate stable, quality employment and focus our efforts on sectors committed to human, animal and plant life with the support of the latest technological trends in innovation and science.



SDG8

Decent Work
and Economic
Growth

People are the driving force behind Bioiberica

COMMITMENT

People are the driving force behind Bioiberica. They all contribute to the success and development of our company as they grow with the project.

We are **committed** to continuously improving the working conditions of our employees from the perspective of minimising the risks to their health and bodily integrity in the workplace and taking measures to prevent incidents/accidents.



SDG8

Decent Work
and Economic
Growth

Regulations

We are committed to strict compliance with the laws and **regulations** in force in the countries where we operate, and with the Code of Conduct and internal policies and procedures established by the company.

We believe in a philosophy of zero tolerance of any behaviour that involves breaking the law, corrupt practices or unethical professional conduct.

We help create a culture of compliance through the example set by our own directors and senior management, and by reacting quickly and unambiguously to risk and the failure to comply with rules.

We have set up a compliance body oriented towards risk prevention and management to provide guidance

when designing suitable control measures, and to supervise, monitor and analyse system effectiveness.

This independent body has been endowed with authority, freedom of initiative and freedom of control.

All company employees are provided with training and communication on compliance so that they know and understand the rules and commitments required to perform their jobs.

All staff members are required to report irregular facts or behaviour with the guarantee that no retaliation will be taken against whistle-blowers.

ZERO
Tolerance
of breaking the law, **corrupt practices** and unethical professional conduct.

A body oriented towards
risk prevention and management
Compliance



SDG8

Decent Work
and Economic
Growth



Principles, values and business rules at Bioiberica

<https://www.bioiberica.com/en/company/what-drives-us>



If necessary, we take disciplinary, corrective or penalising action in accordance with current labour legislation.

We are committed to complying with requirements and continuous improvement of the criminal compliance management system.

A global compliance system has been set up at the company to obtain UNE 19601:2017 certification.

Bioiberica's Compliance Body is made up of a Compliance Officer and a Compliance Committee coordinated by the legal manager with representatives from the Legal, Financial, Human Resources, Occupational Risk

Prevention, Environment, Quality, Regulatory Affairs, Purchasing and Commercial areas.

We have distributed the **Code of Conduct** to employees and provided them with training on its contents. The code sets out the principles, values and rules that guide the behaviour of Bioiberica and its subsidiaries and associate companies by establishing guidelines for action in internal relations and external actions that are shared, accepted and respected by all employees.

An **Ethical Channel** has been established and a compliance management system has been adopted in accordance with standard UNE 19601:2017.



Who we are and what we do



Health and safety



Sustainability



Production excellence



Trust



Commitment



SDG8

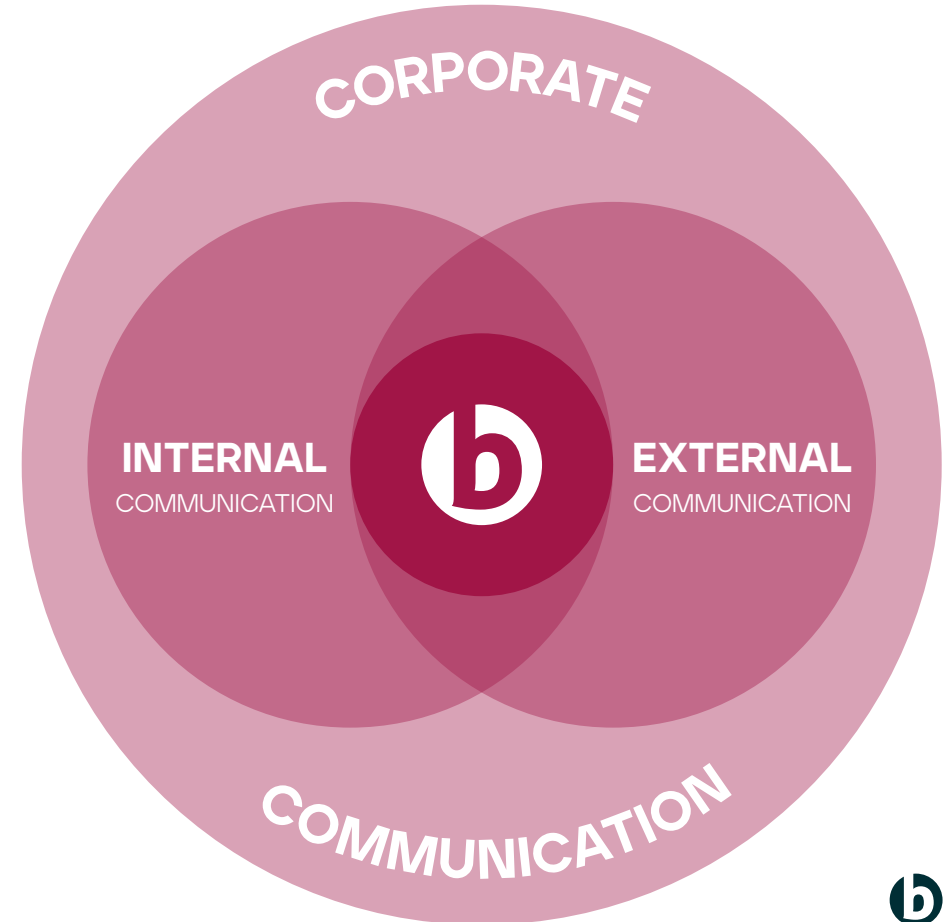
Decent Work
and Economic
Growth

*Transparency,
dialogue, trust
and shared value
creation.*

Corporate Communication

**Transparency, dialogue
and trust**

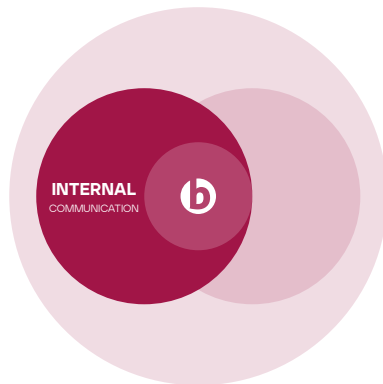
Bioiberica has a Communication Plan that helps improve the reputation of the brand in all its forms to support the fact that we are an honest, responsible and sustainable company committed to our economic, social and environmental context. We also avoid the use of discriminatory language in all our internal communication.



SDG8

Decent Work
and Economic
Growth

INTERNAL COMMUNICATION



Intranet, BioShare and notice boards

The main platform is the recently renovated **intranet** known as **BioShare**, which is used to post the **main company announcements** and **recommendations** on all campaigns and videos for employees. Other channels, such as email and notice boards are also used.

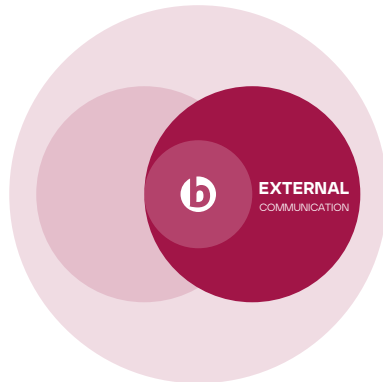


New newsletter: BioNews

The company will soon launch a new **newsletter** called **BioNews**, which will be sent on a quarterly basis to all employees to keep them informed about the latest company news and developments.

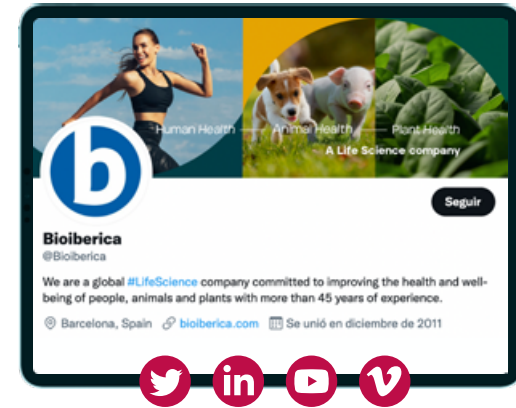
SDG8 Decent Work and Economic Growth

EXTERNAL COMMUNICATION



Corporate website

The company's main official communication channel is permanently updated:
www.bioiberica.com.



Social Media

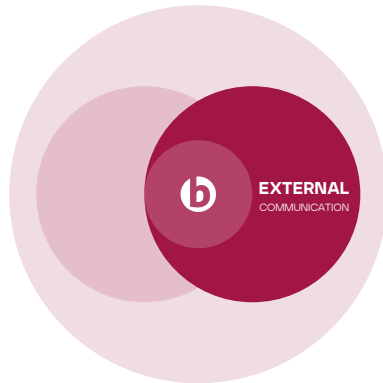
We have revamped our corporate image and carried out a new digital content strategy to maintain a permanent two-way dialogue with stakeholders.



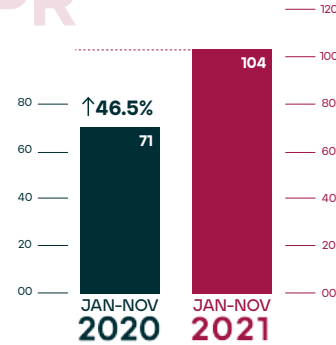
SDG8 Decent Work and Economic Growth

09
08
07
06
05
04
03
02
01

EXTERNAL COMMUNICATION



COMPARING PR



Press Releases / News coverage

In 2021, news coverage was increased. By November 2021, more than 100 monitored news items had been generated in the media with an increase of over 45%.



Nutrition Insight
Apsen partnership Q&A
Apr 2021



Nutraingredients
Nestlé partnership Q&A
Jun 2020



SDG8

Decent Work
and Economic
Growth

Training and skill building

More than 12,000 hours of employee training in 2021

We are committed to promoting and increasing our staff's **continuous training and skill building** in all company areas. We aim to strengthen risk prevention training to guarantee people's health and safety. **Individuals' awareness of their health and bodily integrity is a key priority.** It is also everyone's responsibility. When employees work, they should avoid taking unnecessary risks that could affect themselves, others or the environment. Access to company training is based on a policy of parity so that all employees have equal access to training.

Training provided to specific employees is directly related to their job and the skills it requires.

We are also committed to employer branding using the new inbound recruitment method.

The following kinds of training are provided:

In-house training: carried out by the company's own internal trainers.

External training: given by external providers. It can be online, blended or on-site at the trainer's location.

In-company training: provided by external suppliers in person on company premises.



SDG8

Decent Work
and Economic
Growth

Working atmosphere

Dignity and respect for people are the cornerstones of our company's philosophy and policy. We are committed to ensuring that people can enjoy a **working environment that is respectful of fundamental values and rights**, provided that they obey the law and respect the Conventions of the International Labour Organisation and the guiding principles of human dignity.

We take appropriate measures to ensure that contractors working on behalf of the company also apply quality, safety/prevention, environmental, energy efficiency and social responsibility standards equivalent to our own.

We are committed to continuously improving the working conditions of our employees to minimise all risks to their health and bodily integrity.



SDG8

Decent Work
and Economic
Growth

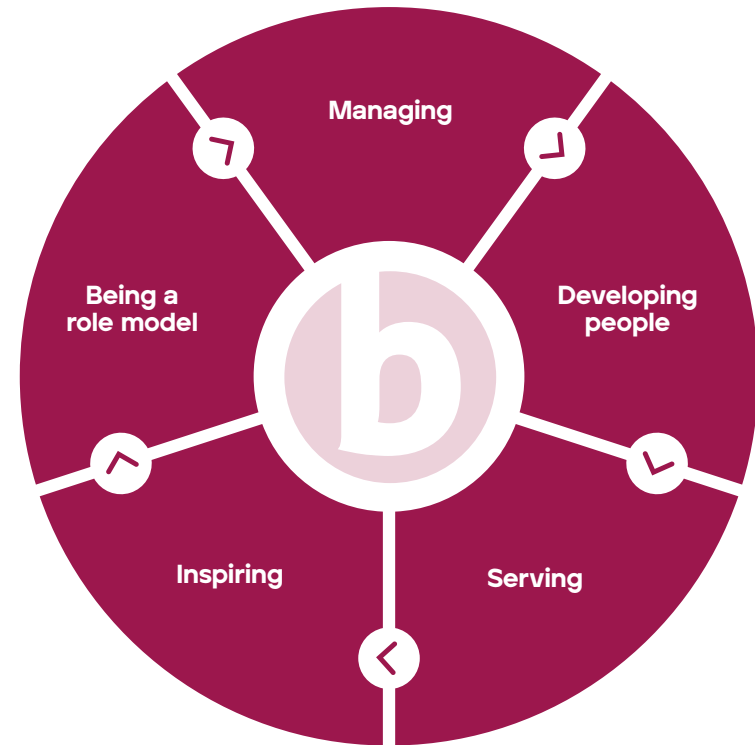
Career plans for our professionals

Identifying the company's **internal talent** and its **key positions** enables us to develop career plans for our professionals.

The main goals of our training projects on **leadership** include:

- To create, strengthen and consolidate Bioiberica's culture of leadership.
- To improve the capacity of Bioiberica's people and teams to enhance company assets and increase the commitment of its professionals.
- To continue learning together about the job of leading and developing people in order to strengthen managerial effectiveness and ensure that the work of our management team continues to contribute greater value added.

Achieving these objectives will allow us to work on team leadership and multifunctional leadership.



SDG7

Affordable
and Clean
Energy



We are continuously working based on the will and commitment to increase the share of renewable and clean energy in the total energy mix used at our work centres. All the electricity at Bioiberica's production plant in Palafolls comes from green and 100% renewable sources. We also manage and optimise the consumption of energy, paper, plastics, etc., to reduce the environmental impact of our industrial activity.



SDG7

Affordable
and Clean
Energy

*ISO 50001
certification,
obtained by the
company in 2012,
is the international
seal of approval for
our best practices
in energy efficiency.*

ISO 50001

Bioiberica's own activity cannot be separated from its commitment to the **quality of its products, customer service and respect for the environment**, not to mention its concern for the **safety, health and satisfaction of the people** who make up the company.

Energy efficiency therefore forms part of the management manual. Energy efficiency procedures usually include actions based on the general rules for implementation of an energy management system.



SDG7

Affordable
and Clean
Energy



Efficient, sustainable and environmentally friendly consumption.

All activities carried out in the workplace involve energy consumption.

We have drawn up **manuals to establish basic lines of action** to ensure that this consumption is efficient, sustainable, environmentally friendly and favours the company's competitiveness. Each manual also applies to the specific area and/or activity for which it was prepared.

The company's overall goals include a **firm commitment in all areas to improving respect for energy efficiency**. Areas for improvement are therefore carefully studied and different alternatives are evaluated.

Our company's energy profile is analysed in an initial assessment and subsequently kept up to date through ISO 50001 audits. The energy aspects to be considered regarding new products, processes and machinery are assessed in the innovation phase.

SDG7

Affordable
and Clean
Energy

All our electricity comes from renewable sources

All changes, equipment purchases and procedures that affect the company's energy performance are reported to the Energy Management Department and recorded.

The organisation establishes and maintains updated procedures for reviewing, assessing and improving energy aspects arising from its activity.

In recent years, Bioiberica has saved on electricity and gas by **installing a photovoltaic power system.**



Innovation

Sourcing raw materials and purchasing.



Production/Administration

Introduction, energy considerations and application of good practices.



Corrective maintenance

Functional checks on high-consumption equipment, leakage points and energy loss.



Preventive maintenance

Specific audits (e.g. thermographic, lighting, compressed air leak detection) and contracting services, including energy considerations in the assessment of suppliers and the purchase of machinery and equipment.

SDG3

Good Health and Well-Being



Bioiberica's key assets are its people. The company's number-one priority is safety. In order to reduce occupational accidents and diseases, we establish health and safety management systems at all our company facilities, including those of our suppliers.

Excellence is also a key principle in occupational risk prevention, employee welfare and good corporate governance.



SDG3

Good Health and Well-Being

Safety is a key principle and a priority in the daily work of Bioiberica employees.

Occupational risk prevention also affects all the people who work at Bioiberica. We all form part of an organisational structure whose purpose is to ensure our work is based on the concepts of health and safety.

This calls for **analysing and assessing** workplace factors to determine the extent to which they have a positive or negative effect on employee health. It also involves establishing work methods that maintain economic profitability while providing working conditions similar to the **ideal conditions for physical, mental and social well-being** to which all employees are entitled.

Our Safety and Occupational Risk Prevention Department works with the **aim of anticipating instability and identifying, quantifying and assessing risks so that suitable measures can be adopted.**



SDG3

Good Health and Well-Being



An employee in a safe working environment is a more satisfied employee.

Risks that are not detected and managed in time generate much higher costs than the price of preventing them. Rather than an expense, preventive measures should therefore be seen as an investment to increase company efficiency and performance.

Besides these reasons for taking action on occupational risk prevention, there is another one related to **general well-being and job satisfaction**, which makes it necessary to stimulate and foster a positive, constructive attitude in workers towards prevention.

All the measures adopted were reported and designed to **raise awareness** through interdepartmental committee work and were disseminated through the company's official channels.

SDG3

Good Health and Well-Being

Our certifications

We are ISO 45001 certified (Occupational Health and Safety Management System).
We made the transition from OHSAS 18001 (Occupational Health and Safety Assessment Series) to this new standard by the established deadline.

The major changes compared to the previous standard involve leadership and management commitment, the participation of employees and their representatives, suitable consultation and communication, and continuous assessment and monitoring of the occupational health and safety management system in order to improve performance.

Minimum health and safety requirements also apply to construction and maintenance work performed by frequently used outside contractors at our production centres.

OHSAS.18001 ► ISO.45001



SDG3

Good Health and Well-Being

Training and risk assessment

As part of the established annual training plan, the Safety Department trained **second-stage response teams on prevention**, organising and managing the calendars of part-time plant managers, in-house and external training, and the use of automated external defibrillators and cardiopulmonary resuscitation (CPR).

These training sessions were provided to complete employees' official education requirements and prepare them for the company's emergency protocols.

The annual Emergency Drills have also been carried out, integrating the Secondary Response Teams (SRT) and applying technical measures from the Risk Factor

Operational Files (taking into account the fact that these files are currently being prepared for all areas), as well as the use of Self-Contained Breathing Apparatus (SCBA). The promotion of safety awareness is an essential issue to generate a preventive culture in each Bioiberica employee.

Risk assessments were updated using the Fine-Kinney method. This method provides employees with more precise details on risks and preventive measures.

Current operations are more **specific** and involve staff members and occupational risk prevention delegates.





SDG3

Good Health and Well-Being

Emergency simulations

The purpose of safety data sheets for risk elements is to collect all the information needed in the event that a response becomes necessary. They are not mandatory in a company like ours, but are highly recommended in emergency training and simulations with firefighters, whose active participation is very helpful.

Plant employees and prevention delegates jointly update risk assessments in order to continue generating a culture of prevention prior to training.

Planned internal audits were also carried out with the limitations caused by the COVID-19 pandemic. Ergonomic studies were done on all the improvements proposed by Change Management, such as scheduled hygiene surveys.

On an annual basis during Bioiberica's Safety Week, training is provided on fire-fighting, fire extinguishers, second-stage response teams and automated external defibrillators. **General and partial simulations** are also carried out at the Palafolls and Esplugues centres.

During safety week at Bioiberica, employees at our industrial plant in Palafolls receive training.

SDG3

Good Health and Well-Being

New facilities in Esplugues

In 2020, **we opened new corporate and commercial offices** in Esplugues de Llobregat (Barcelona).

The company is therefore committed to creating an **open, collaborative work culture** and promoting flexibility, team dynamics and innovation. The facilities have a modern, attractive design.

All **furniture is ergonomic** to reaffirm our commitment to the health and well-being of all employees.

In order to improve work-life balance, the company made its **working hours more flexible**, which has had a direct impact on employee health and well-being. This plan affects the **Palafolls and Esplugues** centres.



SDG10

Reduced Inequality



Since 2021, we've been working on adapting the Equality Plan in accordance with Royal Decree 901/2020 of 13 October.

We apply the same criteria of respect and equality for all people, regardless of beliefs, gender, race or religion. This goal is included in SDG 10 Reduced Inequality.



SDG10

Reduced
Inequality

Respect and diversity

We promote **social inclusion** and guarantee **equal opportunities**, regardless of age, sex, religion, race or any other condition. We are also committed to gender equality, as reflected in our Equality Plan. **Respect is one of the basic pillars of coexistence** and is fundamental for teamwork. Diversity should be appreciated because it always contributes added value.

We declare our **commitment** to promoting the defence and effective application of the principle of equality between men and women, and guaranteeing equal opportunities in the workplace for entry and professional development at all levels.

*Respect is one of
the basic pillars
of coexistence*



SDG10

Reduced Inequality

Equality Plan

Bioiberica establishes and develops **policies that include equal treatment and opportunities of women and men** in all areas in which the company operates: selection and promotion, salary policy, training, working conditions and employment, occupational health, on-the-job time management and work-life balance.

As part of our **Equality Plan**, an exhaustive diagnosis was carried out of the situation and position of women and men in the company to detect any discrimination or inequality that made it necessary to adopt measures for elimination or correction.





ODS10

Reduced
Inequality

High employee participation in the psychosocial risk assessment

After carrying out the psychosocial risk assessment in 2021, this year we have made further progress in this area with the aim of making the organisation a **safer and healthier place**.

Initially, the project began with an extensive communication campaign throughout the organisation to capture the attention of all the company's workers and make them see the assessment itself as an action and commitment to continue creating a good working environment for the well-being of everyone. The psychosocial factor questionnaire (FPSICO) was then completed, guaranteeing the confidentiality of all participants

and with a very high level of participation. All this information was collected and then verified by means of personal interviews in order to delve deeper into the questionnaire's findings.

The result was a **psychosocial risk assessment that achieved a high degree of satisfaction among all the participants**. In order to address the psychosocial factors most in demand, co-creation groups were set up to jointly define actions that would promote continuous improvement. Play was used to stimulate new ideas to propose long-term solutions.

ODS10

Reduced Inequality

Realizamos la puesta en marcha de **3 reuniones de trabajo** con los equipos de cocreación designados, integrados por 10 personas provenientes de diferentes departamentos para asegurar la **transversalidad**, en base a lo siguiente:



Sesión Reto

El objetivo fue analizar las dificultades detectadas y definir el reto que vamos a trabajar.



Sesión Solución

Búsqueda creativa de soluciones al reto de la primera sesión de forma lúdica.



Sesión Acción

Definir cómo vamos a implementar estas soluciones.

De todo el trabajo llevado a cabo, se extrajeron un conjunto de propuestas que serán valoradas y tenidas en cuenta gracias al conocimiento y participación de todos los empleados.



SDG10

Reduced
Inequality

Working conditions at Bioiberica are based on parity, regardless of gender, race or condition. We enhance and promote inclusive economic and social growth at personal and business level.

Working conditions

The determining factors for beginning a **selection process** and subsequent recruitment are production needs and the creation of new jobs.

Depending on the profile the company is looking for and the requirements of the position to be filled, **recruitment** arrangements can be made through **universities, web-site applications** and **employment agencies**, among others.

Hiring or promoting employees based on factors unrelated to their professional merits or ability and competence for the position to be filled is expressly prohibited.

Job offers will not be made based on such factors. No questions about them will therefore be included in the selection process.

Bioiberica has updated its **working hours policy** in order to promote a better work-life balance, enhance the service provided to our international clients and improve the working environment.

This flexible timetable represents a qualitative leap forward and the company intends to continue developing it over the coming years.

100% of the split-shift personnel benefit from this system, in addition to flexitime totalling 12 hours per quarter, while the rotating shift personnel, as they work intensive shifts, have kept their **flexitime** allowance of 26 hours per quarter and the calendar bonus has been rectified. Our flexitime system allows a percentage of the working day to be distributed unevenly, adapting to the company's busiest times and offsetting the extra hours worked during periods of less demand.

09 Partnering Ready to collaborate?



Partnering Ready to collaborate?

Our portfolio of more than 100 products is marketed in more than 80 countries in the world.

At Bioiberica we are committed to science, life and the future. That's why we're constantly evolving and want to continue growing and developing innovations for our **human, animal and plant health solutions.**

To achieve this and develop new businesses and products, we seek strategic partnerships with companies and institutions that share our philosophy.

In/out licensing

We do research and are open to co-licensing pharmaceuticals and other third-party products to expand and strengthen our portfolio of over 100 products.





Bioiberica is committed to achieving the Sustainable Development Goals (SDGs) 2020-2030

Partnering Ready to collaborate?

We establish strategic alliances to develop new products

We are experts in extracting, developing and producing biomolecules of animal origin based on the latest international trends in innovation and science.

We have fully equipped, state-of-the-art facilities and qualifications for the development and even contract manufacturing of active pharmaceutical ingredients and other ingredients and compounds extracted from raw materials of animal origin.

Distribution is one of the most important ways to reach new clients while holding on to the company's long-standing clients. We are always looking for new partners to work with at local, regional and international level.

We are proactive about establishing **strategic alliances with public and private research centres**, hospitals, academic institutions and companies around the world to **develop new products**.





Sustainability Report 2021