

# POLICY

# CSR



At Laboratorios Phergal, SA we strive to join forces with the skills of our Clients, Suppliers and Subcontractors to make full use of the opportunities offered by Sustainable Development.

Thus, Laboratorios Phergal, SA adheres to and shows its unequivocal support for the Ten Principles of the United Nations Global Compact, derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Principle 1	Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights.
Principle 2	Human Rights	Make sure that they are not complicit in human rights abuses.
Principle 3	Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4	Labour	The elimination of all forms of forced and compulsory labour.
Principle 5	Labour	The effective abolition of child labour.
Principle 6	Labour	The elimination of discrimination in respect of employment and occupation.
Principle 7	Environment	Businesses should support a precautionary approach to environmental challenges.
Principle 8	Environment	Undertake initiatives to promote greater environmental responsibility.
Principle 9	Environment	Encourage the development and diffusion of environmentally friendly technologies.
Principle 10	Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery.

LABORATORIOS PHERGAL, S.A. shows its commitment:

## ENVIRONMENTAL

As a sign of the environmental commitment of LABORATORIOS PHERGAL S.A., our Environmental Management System is certified under the ISO 14001 standard, and in 2024 the carbon footprint for 2023 has been registered with the Ministry for Ecological Transition and the Demographic Challenge (MITECO), as well as its offset through CO<sub>2</sub> absorption projects registered by MITECO.

Furthermore, LABORATORIOS PHERGAL SA demonstrates its active stance regarding environmental care and the responsible use of resources.

## SOCIAL

Respect for and protection of Human Rights, as well as Basic Labour Rights, are one of the basis of LABORATORIOS PHERGAL, SA, which respects and publicly supports the content of the United Nations Universal Declaration of Human Rights. In this regard, the Company supports the following principles: Fight against forced, hard or inhuman labour. Elimination of child labour. Regularised employment. Respect for freedom of association and the right to collective bargaining. Practice of non-discrimination. Payment of wages for a decent life. Non-excessive working hours.

## TAX OBLIGATIONS

The company complies with its tax obligations in all territories where it conducts its activities.

## OCCUPATIONAL HEALTH AND SAFETY CONDITIONS

LABORATORIOS PHERGAL, SA has an Occupational Risk Prevention service whose mission is to comply with and ensure that the company members, the company and the activities carried out on its behalf (subcontractors) comply with the minimum requirements in the field of Occupational Health and Safety.

## BUSINESS MANAGEMENT

Corporate Social Responsibility is currently seen as an Added Value and a competitive advantage for the company, and its transformation into a requirement is expected in the near future. For this reason, the Senior Management of Laboratorios Phergal, SA understands that CSR must be a Model in the Business Management of the company, based on the principles of Effectiveness, Efficiency, Government, Transparency, Regulatory Compliance, Work against corruption and money laundering, Sustainable Purchasing, Respectful and non-misleading advertising, Confidentiality, Privacy, Honesty, Customer Service, Socially responsible Goods, Services, Suppliers and Collaborators.

## SDG INTEGRATION

The Sustainable Development Goals (SDGs) have been integrated into the business strategy as a comprehensive commitment.

Executive President  
Mr. Jose Elvira Galvez

General & Technical Management  
Mrs. Pino Navarro Veroz