



Midas® Pharma

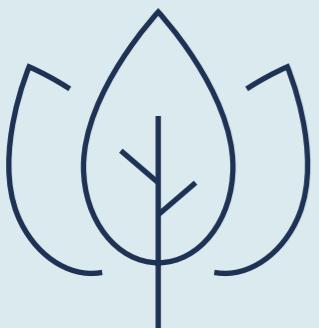
Trust. Expertise. Added Value.

Health, Safety and Environment.

Sustainability at Midas Pharma

HSE





Karl-Heinz Schleicher

President & CEO Midas Pharma



Midas Pharma feels a strong commitment to sustainability. We are dedicated to achieve excellence in environmental, health and safety matters and care about our employees, their families, our suppliers and our customers.

We are engaged to develop and market products of good quality, at competitive prices and backed up by a secure supply chain, in order to support the health care systems in the countries we are active in.

Midas has already achieved a lot with respect to Quality, Diversity, Health, Safety, Environment and Social Responsibility.

I want Midas – as an important partner for the pharmaceutical industry – to set a good example in this regard.





For Midas as a family owned company, Health, Safety, Environment and Ethics are important factors to assure a sustainable business in the future.

Each and every one of us is responsible to protect our environment, our people and our customers. We also encourage our suppliers to share our values and to support us in achieving our sustainability goals.

In order to make sure that HSE related activities have a secular effect we have summarized our commitments with respect to Health, Safety, Environment, Community, Quality and Ethics in “Our Credo” which is signed by K.-H. Schleicher and the Managing Directors.

Our HSE Management System is embedded in our Quality Manual following ISO 9001 and linked to our “Code of Conduct” and our “Third Party Supplier Code”.

Our Credo

We include nature in all of our thoughts and activities, and we do so out of conviction. Our fundamental thinking is to leave the planet in a better condition than we found it.

We are responsible to the communities in which we live. We plan, manage, conduct and supervise all our work in compliance with legislation and best practice principles.

We follow ethical standards in everything we are doing.

By introducing and implementing high Health, Safety and Environment (HSE) standards based on applicable legal and industry regulations, we are

facing the challenge of consistently improving occupational safety, environmental and health protection throughout the company.

To meet this challenge, we have anchored these topics in our quality management system and thus firmly integrated them into our day-to-day work. All employees are trained to initiate appropriate measures to comply with HSE standards.

By regularly reviewing the applicable HSE system, we ensure its effectiveness and efficiency as well as the continuous adaptation of processes in line with changing conditions.





Environment

We optimize the consumption of resources and energy.



It is our intention to continuously optimize the consumption of resources and energy within the scope of our possibilities and to reduce emissions and waste.

This applies to all Midas employees and our worldwide Midas locations as well as to the cooperation with our customers and partners.

Ecologically responsible and resource-saving actions are encouraged and required.



Employees

We consider each person as an individual.



We are responsible to our employees who work with us worldwide. We must provide an inclusive work environment where each person must be considered as an individual. We must respect their diversity and dignity.

They must have a sense of security, fulfillment and purpose in their job. Working conditions must be safe and encouraging. We support the health and well-being of our employees and help them to fulfill their family responsibilities.



Customers

We ensure that all activities meet the highest quality.

Our responsibility to our customers who use our products and services is a key priority.

All the activities we provide for our customers must meet the highest quality, safety and environmental requirements and create added value.

We achieve this by building a trustful cooperation and continuous risk assessment of all our activities within our certified quality management system.



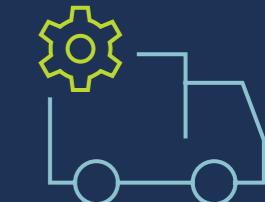


Suppliers

We encourage our suppliers to share our values.

We are responsible for a trustful cooperation with our suppliers. We encourage our suppliers to share our values and support us in achieving our HSE goals.

The key principles that a supplier should follow to operate in a sustainable way are defined in our Third Party Supplier Code.



Midas Pharma Group

www.midas-pharma.com