

HEALTH, SAFETY & ENVIRONMENT POLICY**1- Introduction**

The purpose of this Policy is to establish the health, safety and environment guidelines and general objectives of Almirall, therefore providing the organization with a corporate management system regarding occupational health and safety, as well as regarding environment, including energy performance, consistent with the legal and regulatory rules applicable at any time, and those other requirements to which the Company subscribes voluntarily.

The aims of this Policy are (i) to properly prevent occupational health and safety risks, and (ii) to promote respect for the environment within the Almirall daily activity, as a priority and strategic objective in the context of Almirall's commitment to society.

Almirall's performance when exercising its activity as a pharmaceutical Company, addressed to the achievement of the objectives coming from the strategy of the Company, is based on the firm commitment to proceed in all the fields strictly in accordance with applicable laws and legal framework, by properly preventing occupational health and safety risks and promoting respect for the environment.

2- Principles

The following basic principles are established:

-Commitment to occupational health, safety and wellbeing, as well as to the protection of the environment, encouraging its integration in the course of the Company daily activity processes.

-Commitment to eliminate hazards and reduce risks to occupational health and safety.

-Efficient and sustainable management of resources, use of renewable energies, and commitment to mitigation and adaptation to climate change, through programs to reduce greenhouse gas emissions.

-Commitment to support the acquisition of energy efficiency products and services that impact energy performance, as well as to support design activities that consider improving energy performance.

-Commitment to continuous improvement of Almirall's health, safety and environment management to improve its performance, complying with applicable legal requirements and other requirements to which Almirall subscribes voluntarily.

-Establishment of periodical programmes, with objectives and targets in line with applicable standards, with this Policy and with risks and opportunities identified in the area of occupational health and safety and protection of the environment.

-Training, implication and participation by employees and those third companies collaborating with Almirall, in applying the main contents of this Policy.

-Commitment to the consultation and participation of employees and, when they exist, of employees' representatives.

-Ensuring availability of necessary information and resources, and planning how to best use them.

-The prevention of risks at work and the respect for the environment is a whole Company's goal, and thus responsibility for achieving it involves everyone in the Company, whatever our level or function.

Barcelona, May 6, 2021