

Corporate Social Responsibility (CSR) and Sustainability Policy

Humens is a key player in markets such as pharmaceuticals, hemodialysis, personal care, human and animal nutrition, as well as industrial and environmental applications. **We place environmental and social challenges at the heart of our corporate strategy.**

Our ambition is clear: to combine industrial performance with positive impact by reducing our environmental footprint across the entire value chain and by strengthening our social responsibility with the respect of human resources and labor rights. Our policy is structured around **four strategic priorities**, supported by concrete commitments aligned with the United Nations Sustainable Development Goals.

Climate and environmental resources

- Continue **decarbonization our operations**, with the goal of exiting coal by 2026 and achieving carbon neutrality across all scopes by 2050
- Significantly reduce our **greenhouse gas emissions, water consumption and waste production**
- Contribute to **protecting biodiversity**
- Promote **responsible sourcing practices** that respect natural resources and biodiversity by engaging our suppliers in a CSR approach

Health, safety, quality and compliance

- Ensure the **safety and quality** of our products, processes and work environment
- Ensure **regulatory compliance** across all our activities
- Implement **best practices for employee safety, health and well-being**

Innovation and sustainable value creation

- Invest in **equipment and technologies that reduce our environmental footprint**
- Integrate **circular economy principles** throughout all our value chains
- Design and develop solutions that serve both **people and environment**

Care and commitment

- Continuously **improve quality of life and working conditions**
- Promote **a meaningful social dialogue** with all our stakeholders
- Foster **diversity, inclusion and continuous development of our employees' skills**

Our frameworks are part of an **on-going improvement dynamic, measured through certification programs and international commitments**:

- Membership in the United Nations Global Compact and active contribution to its 17 Sustainable Development Goals
- EcoVadis assessment of the group's entities
- Gradual alignment with European reporting requirements.

The management team at Humens is responsible for implementing this policy. CSR projects are supported by the **Executive Committee** and are monitored monthly.

Anaïs VOY-GILLIS

Strategy and CSR Director – Humens

Anaïs VOY-GILLIS

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