

# ZENTIVA'S ROLE AS RESPONSIBLE CITIZEN

**Improving public health, championing sustainability & supporting our communities.**

Zentiva is on an exciting growth journey. As Zentiva grows more people get access to the high quality and affordable medicines they need. As we grow, share our purpose and show the difference we make we are able to attract and retain great talent to secure our success and long term sustainability.

At Zentiva we are clear on our purpose, our contribution to public health, our responsibility to ensure high quality, safe and efficacious medicines and the need to take actions today to help achieve a better tomorrow.

Patient access to medicines significantly increases when generic, biosimilar and value added medicines enter the market. These three categories of medicines now represent approximately 80% of patient treatments delivered in Europe generating billions of Euros of savings for the European Governments each year. Our core activity positively impacts the lives of millions of patients. As we drive down the price of medicines through bringing competition to previously patented medicines we help more patients gain access to gold standard medical therapies.

Zentiva as part of the off-patent medicines industry creates significant economic value by increasing the supply of medicines through a more competitive market, reducing the pressure on public and private healthcare budgets, and generating new employment, manufacturing and investment opportunities. Our segment of the medicines industry makes a very significant direct contribution to the European economy through the 400 European manufacturing sites and more than 190,000 people employed in highly skilled jobs.

Generic medicines, and increasingly biosimilar and value added medicines, are fundamental to the sustainability of healthcare systems: allowing providers to respond to the long-term challenges of an ageing population, increased incidences of chronic diseases, and budgetary constraints compounded by the high cost of breakthrough medicines.

**Zentiva is a major contributor to public health in Europe. We are committed to care for our people and the patients and consumers we serve, our partners and our planet.**

We have embedded our purpose in our long-term business strategy and in our Superpower "Responsible".

The Zentiva Executive Team champion the SuperpowerZ in the Company such that all our teams and external partners are clear on our purpose and responsibilities.

Our Corporate Citizenship activities are governed by a set of key policies, including our [Code of Ethics](#), Policy on Interactions with Third Parties, [Diversity and Inclusion Policy](#) and [Human Rights](#)

[and Anti-modern Slavery Policy](#). Our activities are tracked on operating levels and consolidated at Group level on a quarterly basis and shared as part of our global web stream.

## **Our People: Health and Safety**

We care for our people and focus on making Zentiva a great place to work. HSE is a priority for the Company and is led by a dedicated team of professionals working closely with all parts of our organization.

## **The Patients we serve**

The health and safety of the patients who take our medicines is our utmost priority. The safety and efficacy of our medicines is the responsibility of everyone in the Company while fully overseen by our Quality team and monitored by our Pharmacovigilance and Medical teams. Our commitments are summarized in our [Global Quality Policy](#).

## **Our Partners**

We work closely with many trusted partners. We carefully choose our partners and expect them to apply our high standards and ethical principles. This is valid across the whole Company value-chain.

Zentiva is committed to Responsible Sourcing. Where the activities fall outside Zentiva's direct control, our teams work together to ensure a fair, ethical and compliant supply. New suppliers can only be added if they pass an audit to confirm that they meet the standards expected. A rolling risk based assessment is conducted, results are reviewed on a regular basis by the Zentiva Compliance Committee. Reference : [Responsible Sourcing Policy](#).

## **Our Planet**

Our ambition is to minimize the environmental impact of all our activities and achieve our goal to be carbon neutral by 2030. Our sustainability programme is multi-faceted and includes our renewable energy program, the reduction of water consumption and effective waste management. We foster Biodiversity by taking care of our BeeZ and planting TreeZ, all under the umbrella of our Planet Z initiative. [www.zentiva.com/who-we-are/we-care](http://www.zentiva.com/who-we-are/we-care)

## **#WEHELPOthers**

We encourage all our employees to look to their communities to see what they can do to help people most in need. This Engagement & Volunteering program is a central part of our commitment to be a good and responsible citizen. We help wherever it is needed with the power of our people's ideas and actions. With over 50 projects being undertaken each year we are proud of the difference our teams make both small and large. Where appropriate Zentiva provides matching funds and donations to complement our employees efforts without shifting the sense of ownership felt by our teams for the community actions they have undertaken.