

Code of Interdependence

Chiesi Suppliers Code of Conduct
co-created with our Business Partners

Let's make
the world
feel better.





A code of an Interdependent Supply Chain

This Code is a set of values, objectives and tools that comes from the collaboration within Chiesi and the companies that are part of its ecosystem, representing a fundamental part of the evolution path towards full sustainability. Through the Code we recognise how necessary and urgent it is to act, with the awareness that each of us is essential to the other and that we are all responsible for future generations. We constantly monitor performances and practices that we adopt.

Chiesi Farmaceutici became Società Benefit (Benefit Corporation) under the Italian law in 2018, by changing its bylaws to ensure that Chiesi always considers a stakeholder-driven perspective and the impact of its decisions on its workers, suppliers, customers, the community, and the environment.

Chiesi USA also became a Benefit Corporation in 2018. In 2021, Chiesi France became the first French "Société à mission" (SAM) in the health industry. Thanks to an iterative process, Chiesi France defined and published its purpose ("raison d'être") and how it intends to contribute positively towards all its stakeholders.

We believe in interdependence and we recognise that each organization can be at a different stage of evolution, but only through collaboration we can evolve to that model. Chiesi is the promoter of this common commitment to contribute to the improvement of the entire supply chain, in a process of mutual learning and co-evolution.

Chiesi strives to conduct business with all companies that are part of its ecosystem and other business partners who share our commitment to Benefit Corporation principles and high ethical standards, operating in a responsible and ethical manner. Chiesi is committed as well to full compliance with the laws, rules, regulations, and Chiesi principles and policies governing its activities. To reinforce principles, standards and behaviours to which it is committed, Chiesi developed this Code of Interdependence and expects its whole ecosystem to operate accordingly.



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The UN SDGs embedded into the Code

At Chiesi, we firmly believe in the value of the United Nations Sustainable Development Goals and we put our best efforts into their achievement.

Our commitment to SDGs stems from a deep sense of responsibility about our impact and, at the same time, an important awareness of the role of business in fostering the transition to a long-term sustainable economic system.

While we recognize that the 17 SDGs are all equally important, we have originally determined that our contribution on Chiesi Ecosystem can be higher for 9 of them, which we have therefore embedded into the Code of Interdependence in its first version and that formed the basis for drafting the Code together with our suppliers in 2019.

Now, at the end of 2021, we even added 2 additional SDGs, so the Code now includes 11 SDGs.

We have also aggregated those Goals that, even if not directly impacted by the company strategy, represent the goals most directly impacted by the relationship we have with our suppliers.

This means that our Code of Interdependence is based on the SDGs to which both Chiesi and its suppliers can contribute the most, through the adoption of shared principles and practices.

In this way, our efforts are exponentially multiplied by those of the supply chain and, together, we maximize our contribution towards the 2030 Sustainability Agenda.

Here are the SDGs chosen by Chiesi for the Code of Interdependence:

THE GLOBAL GOALS For Sustainable Development





1. Design principles

This document was developed in 2019 and has been updated in 2021 by applying a set of principles that drive the design phase. The most important principles are described here below.

1.1 Guiding shared values

As a B Corp and Benefit Corporation, Chiesi intends to generate value both for its business and for society and the environment. We have integrated specific purposes of common benefit into our bylaws, thus embedding the concept of creating shared value in our way of doing business.

With this in mind, Chiesi underwent a collaborative engagement process involving its affiliates worldwide with the objective of setting out 5 values that should serve as guidance for the understanding and application of the principles set out in this document.

The guidance values are:

- TRUST: we foster long term relationships based on trust
- QUALITY: we strive to reach and ensure quality without compromises
- FAIRNESS: we are always fair in the relations with all the stakeholders
- ACCOUNTABILITY: we are committed and take responsibility for our actions
- TRANSPARENCY: we foster commitment to transparency of information

1.2 Beyond the ordinary: co-creation with our business partners

Writing of this document has come together through a structured and collaborative process with our affiliates and our strategic suppliers. We don't see this Code as an administrative step, but as a new way of working, collaborating, and growing together; gathering and integrating various perspectives and contributions of all the companies that participated, respecting their unique nature. The sustainability principles rooted at the heart of our company mission are detailed in this document, to share and spread their use throughout our Supply Chain.

1.3 Bold commitment: Chiesi implements this Code of Conduct first

Chiesi is committed to implementing the principles of this document and acting accordingly. We are aware that they represent our willingness to constantly improve our business towards a more inclusive, interdependent and sustainable economy and society. We expect all our ecosystem organization to share our commitment by applying these principles to their businesses.

Applicability:

We acknowledge that we all operate in different environments, from a geographical, legal, and cultural perspective. This means that the applicability of some topics may be less relevant or challenging to implement. So, we leave it to each organization of the ecosystem to apply the principles of this document that fit its specific business.

We at Chiesi believe in collaboration, open communication and mutual learning to overcome those difficulties and improve the sustainability level of our ecosystem in the most consistent possible way. That's how we define coevolution.

2. Inspiration from global movements and principles for a sustainable future

Our operations have a global impact, so we decided to be inspired by global movements, principles and frameworks, by acknowledging that that only global scale movements can bring real benefits and shared value to society and planet at large. The only option for us to have a material positive contribution to our business, planet and communities is to join forces, act as an inclusive business and move as a whole entity.

So we let ourselves be inspired by the B Corp movement, United Nations SDGs and ILO (International Labour Organization), and finally by industry specific PSCI (Pharmaceutical Supply Chain Initiative) initiative.

2.1 Acknowledged, science-based standards

All business decisions and operations should be based on solid frameworks. For us, this means that science based acknowledged evidence must be at the basis of their creation and that these frameworks must be concretely applicable and measurable, otherwise their materiality to our operations and ecosystem will lose relevance.

Finally, in writing this document we adapted the inspirational movements and frameworks to the Pharmaceutical Industry, highlighting the specific industry added value and implementation peculiarities.

Certified B Corporations are businesses that meet the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose. B Corps are accelerating a global culture shift to redefine success in business and build a more inclusive and sustainable economy.



Corporation

Society's most challenging problems cannot be solved by government and non-profits alone. The B Corp community works toward reduced inequality, lower levels of poverty, a healthier environment, stronger communities, and the creation of more high quality jobs with dignity and purpose. By harnessing the power of business, B Corps use profits and growth as a means to a greater good positively impacting on their employees, communities, and the environment.

Chiesi is the largest pharmaceutical group to be awarded B Corp certification in 2019. B Corp principles are valued in the present document.



The Pharmaceutical Supply Chain Initiative (PSCI) is a group of pharmaceutical and healthcare companies who share a vision of better, social, environmental and economic outcomes in the communities where we buy.

The purpose of the initiative is to bring together the pharmaceutical industry to define, implement, and champion responsible supply chain practices.

Collectively PSCI members can share knowledge and expertise, across the industry and continuously improve social, health, safety and environmentally sustainable outcomes for their supply chains.

We as Chiesi have adhered to PSCI since 2019, so we have applied the detailed PSCI principles all through this document.



The International Labour Organisation (ILO) is the United Nations agency for the world of work. It sets international labour standards, promotes rights at work and encourages decent employment opportunities, the enhancement of social protection and the strengthening of dialogue on work-related issues. The ILO has a unique structure, bringing together governments, employers' and workers' representatives. We as Chiesi believe that the ILO work must be the basis of all prosperous human relations in business, outlining the minimal conditions under which the employer-employee relationship must be based on.



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries developed and developing in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

3. Structure of the document

Chiesi, as a business that directly impacts some of the SDGs, is committed to designing and directing its operations towards improving the specific SDGs it deals with.

We then wrote this document with the intention of creating and promoting the first SDG-enabled ecosystem in the pharmaceutical industry.

We cannot change the world for the better by ourselves, but collectively we can. The SDGs are the most powerful framework reference for business and for governments and public institutions. The alignment of these organization is critical to have a material positive impact for our planet, society and economy.

For all the above, our requirements are classified according to the relevant SDG and shall be implemented at minimum according to the national regulations and local laws. If the

principles differ from national laws, the highest standard must be considered and applied.

But we aspire to do more, to go beyond compliance. We are committed, wherever possible, to improve these basic regulatory standards.

To challenge our business operations and create shared value.

This is why the principles of this Code of Conduct are divided into two sections:

- **Mandatory requirements** representing the minimum level we all must implement while doing business;
- **Improvement actions** representing a guide for those of us that want to outperform, to direct future improvements of the principles outlined in this document.





We support goal 3

Good Health and Well-Being



Ensure healthy lives and promote well-being for all at all ages

We have selected the relevant targets of SDG.3 that are applicable into our ecosystem:

- **Reduce premature mortality** from non-transmittable diseases through prevention and treatment and promote mental health and well-being.
- Achieve **universal health coverage**, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all.
- Increase health financing and the **recruitment, development, training and retention of the health workforce** in developing countries, especially in least developed countries and small island developing States.
- Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and **management of national and global health risks**.

4.1 Product safety

Mandatory requirements

- We must promote the safe development, manufacturing, transport, use and disposal of our products as a priority, particularly where the potential for adverse consequences is known to exist.
- We must ensure that all production and storage areas and containment vessels have the necessary design safeguards, such as fire detection and prevention systems, spill containment barriers, ignition source prevention, inert blanketing, etc.
- We must exceed the compliance with regulatory frameworks and local regulations and promote best practices about product safety, in particular regarding training of qualified employees, administrative procedures in place, benchmark of best practices, equipment and sensors, reviews of critical functions and resources, customer needs.

4.2 Quality country regulations

Mandatory requirements

- We must have systems in place to ensure full compliance with all applicable laws, country regulations and industry best practices concerning all aspects of quality governing our activities.

4.3 Training / capacity building

Mandatory requirements

- We must have a training programme that achieves an appropriate level of knowledge, skills and abilities in all workforces to address each area of this Code and to address the intent of expectations for responsible social and environmental behaviour.
- We must include in our training programs all appropriate and relevant results of the risk assessment and we must address the potential consequences of diverging from the required operating procedures and specific expectations.

Improvement actions

- We shall nominate an expert to be responsible for the implementation of training programs, materials, and performance monitoring.
- We shall periodically review the training programs to measure the relative appropriateness and effectiveness through employee knowledge assessment.
- We shall develop global training tailored to specific countries/cultures and adapt it to each service's/product's specificities. All materials should be accessible in different languages.



We support goal 5

Gender Equality



Achieve gender equality and empower all women and girls

We have selected the relevant targets of SDG.5 that are applicable into our ecosystem:

- End all forms of **discrimination against all women and girls everywhere**.
- Ensure women's full and effective **participation and equal opportunities for leadership** at all levels of decision-making in political, economic and public life.
- Undertake reforms to give women **equal rights to economic resources**, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws.
- Enhance the use of **enabling technology**, in particular information and communications technology, to promote the **empowerment of women**.
- Adopt and strengthen sound policies and **enforceable legislation for the promotion of gender equality** and the empowerment of all women and girls at all levels.

5.1 Gender pay gap

Mandatory requirements

- We must guarantee equal gender pay for comparable job roles and tasks, for all levels of the corporate hierarchy, and to be in compliance with the applicable standards and regulations.

Improvement actions

- We shall periodically analyse the internal payroll situation to ensure that gender equality is respected at all times and, in the event of inconsistency with this principle, provide and implement targeted and prompt corrective actions.
- In the measurement and monitoring activities, we shall refer to indicators periodically reviewed and updated.

5.2 Gender representation at all levels

Mandatory requirement

- We must become aware of the internal situation regarding the gender gap, conducting periodic measurement and monitoring of ratio by gender.
- Particular attention must be paid to considering not only the overall number of women compared to men, but also the ratio in relation to the corporate hierarchy.
- When facing objective representation imbalances, we must draw up and implement

remediation plans that enable the gap to be closed progressively and involve the achievement of intermediate steps with respect to long-term planning and continuous monitoring of the results achieved.

5.3 Professional development by gender

Mandatory requirements

- We must foresee the same professional and career growth opportunities to all workers, regardless of their gender identification.





We support goal **8**

Decent Work and Economic Growth



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

We have selected the relevant targets of SDG.8 that are applicable to our ecosystem:

- Achieve **full and productive employment and decent work for all women and men**, including for young people and persons with disabilities, and equal pay for work of equal value.
- Take immediate and effective measures to **eradicate forced labour, end modern slavery** and secure the prohibition and elimination of the worst forms of child labour in all its forms.
- **Protect labour rights and promote safe and secure working environments** for all workers.
- Achieve higher levels of economic productivity through **diversification, technological upgrading and innovation**.

6.1 Fair working conditions, fair working hours, time off and leave

Mandatory requirements

- We must respect the highest standards of human rights and treat workers and all people engaged in our activities with full dignity and respect.
- We must make sure that the workforce in place is appropriately skilled and sized to perform everyday tasks.
- All overtime work must be preagreed, occasional, implemented in a way that does not harm human dignity and communicated in a timely manner. We must track irregular or excessive overtime.
- We must ensure that employees have reasonable breaks during their working day, at least one day of rest during the week, and we must pay reasonable vacation periods during the year. Public holidays do not count as vacation days. Employees can leave for health, public holidays as well as occupational diseases or injuries, upon proof of entitlement. The leave must be paid. Employees can also leave for serious family circumstances, upon proof of entitlement, and be paid according to national laws and contract with the employer.
- We must provide easy and free access to drinking water and hygienic toilets in all the company's workplaces and facilities.

- All employees are granted an adequate period of annual leave to ensure adequate mental and physical rest.

Improvement actions

- We shall put in place a tracking system to detect excessive overtime, prevent accidents and injuries from fatigue or other sources, detect potential irregular and unusual work patterns.

6.2 Wages and benefits, living wage

Mandatory requirements

- We must pay our employees a fair wage which at least meets the minimum thresholds required by local laws. We must also pay for overtime hours at a higher rate than the standard hourly rate and, whenever applicable, give bonuses and benefits.
- We must ensure that our employees receive a wage that is sufficient to cover the cost of living, including accommodation, health care, nutrition, and education for the employee and any dependent children.
- We must clearly inform our employees on the breakdown of compensation components i.e. wages, overtime wages and other bonuses or benefits.
- Wages, compensation and other types of benefits must not be withheld or used as an intimidating action, and all deductions not provided for by national laws must be included only upon the express authorisation of the

worker. We must ensure that our employees are paid on a regular basis in a clear, prompt, direct and convenient way. Coupons, promissory notes or similar instruments must not be used on behalf of salary payment.

Improvement actions

- We shall put in place practices to substantially exceed the minimum wage thresholds provided by national regulations.
- We shall periodically review wages and related policies and procedures against legal requirements and industry best practices.
- We shall implement a compensation and benefits program, based on a meritocracy.

6.3 Child labour and young workers

Mandatory requirements

- We and any supplier working for us and/or on our behalf must not use child labour in any form and we must act in full compliance with any applicable laws and regulations concerning prohibition of child labour and protection of young people at work. Young workers above the country's legal age for employment or the age established for completing compulsory education (whichever is more stringent), must not carry out work that can hinder their education or health, for example: handling hazardous chemicals, heavy and prolonged physical labour, regular night shifts or other breaks to a safe working environment as defined by the International Labour Organisation.
- We must verify the age of our employees on a regular basis and, upon request, clearly communicate child labour policies and regulations.
- We must assess officially recognised identity documentation, for example IDs, birth certificates, or passports, in order to verify the age of all our employees.

Improvement actions

- We shall not assign overtime nor any night shift to young workers (i.e. workers who are under the age of 18 but above the country's legal age for employment or the age established



for completing compulsory education. See ILO convention 138 for more details).

- We shall cooperate with recognised international organisations that protect young workers rights, child labour or any other form of abuse.

6.4 Inhumane treatment avoidance

Mandatory requirements

- We must provide a workplace free of harsh and inhumane treatment, including sexual or physical abuse, corporal punishment, mental or physical coercion or verbal abuse of workers and, with no threat of any such treatment.
- We must guarantee, through the application of the right policies and implementation mechanisms, that the rights and dignity of each individual person are preserved and respected at all times. To do so, we must favour the use of behavioural incentives rather than disciplinary actions.
- We must design and implement a reporting mechanism, which is clear and easily accessible, in order to allow our employees to report complaints and potential policy breaks without fear of reprisal, intimidation or other forms of coercion. Complaints must be considered in a serious, constructive and professional way, and followed by an unbiased and accurate investigation. In case disciplinary actions are needed, we must make sure that the consequent disciplinary actions are consistent with the infringement and fairly applied.

6.5 Workers protection. Occupational health and safety, emergency plans

Mandatory requirements

- We must guarantee a healthy and safe physical, psychological and social working environment.
- We must avoid over or dangerous exposure to chemical, biological, and physical hazards, including physically demanding tasks, to all our employees and in all the company's workplaces, facilities, and accommodation.



- We must identify emergency situations and implement the corresponding effective emergency plans or response procedures.
- We must control hazards in all their forms. In case exposure to hazardous situations or substances cannot be mitigated with alternative means, we must provide our employees with the correct training and appropriate and well-maintained protective equipment.
- We must ensure that correct and effective information (for example documentation, signs, etc.) relating to workers protection, occupational health and safety, emergency plans and hazardous materials is clear and easily available, also to external personnel carrying out activities in the company's workplaces. In particular, we must direct our full attention to assessing women of childbearing age's occupational risks and exposures, and we must not assign them hazardous tasks that may harm themselves or their potential offspring.
- In the absence of sufficient information applicable to a particular situation, we must adopt the most protective practical approach.
- We must design training programs around health, safety, emergency situations, or other specific topics that are material to the company operations and extend them to all our employees.
- Even where it is not mandatory by law, health and safety requirements must be under the responsibility of the senior management, who ensures the implementation of mechanisms to establish a safe work environment and to protect the health of workers.

Improvement actions

- Wherever feasible, we shall automate all operations that can put at risk employees' health and fair working conditions.

6.6 Modern slavery avoidance

Mandatory requirements

- We prohibit and combat all forms of forced, bonded, prison, indentured, or slave labour as well as all forms of human trafficking and labour practices that take advantage of

people who are not in a position to consent to their actions or hinder the rights of human beings.

- We must not keep or destroy people's identity, passports, work permits or original immigration documents.
- We commit to complying with the principles of the most solid and internationally recognised frameworks regarding anti-slavery, such as, for example, The UK Modern Slavery act and similar references.

6.7 Freedom of association

Mandatory requirements

- We allow our employees to associate freely or join labour unions, as well as respect the rights of workers to be represented and join workers' councils.
- We encourage and facilitate the development of parallel means of free association in all countries where freedom of association or collective bargaining is restricted by law.
- We put in place mechanisms that allow our employees to openly communicate and interact with the company management about working conditions and compensations without fear of reprisal, intimidation or other forms of coercion.
- In this sense, all employees that exercise, or have exercised in the past, even with another employer their right to associate in all its forms, must not be threatened, penalized, discriminated, inflicted discipline reprisals or coerced actions, nor refused to be hired.

Improvement actions

- We shall design and implement training programs or other type of interaction mechanisms with the objective of establishing an open communication with our employees and foster the knowledge of labour rights and responsibilities.

6.8 Incident monitoring

Mandatory requirements

- We must work to avoid all forms of incidents that jeopardize the welfare and safety of

workers, with particular attention to both physical and verbal forms of aggression for gender identification reasons.

Improvement actions

- We shall keep track of any incidents that occur under these assumptions and monitor its course over time, providing accessible and transparent data.

6.9 Business continuity, risk management

Mandatory requirements

- We must implement mechanisms to assess risks on a regular basis and ensure that the systems are updated to reflect the evolution of the company's overall risk profile and any significant changes in operations or product design.
- We must implement an effective mechanism and set of procedures to assess, manage and mitigate potential material risks for the company, for example business, reputation, legal, financial, environmental, technological, cyber-attacks, country risk or any other relevant risk. In this sense, we must be responsible for the development and implementation of appropriate business continuity plans or change management models. In particular, when a potential risk arises, we must be able to implement mitigation plans to ensure the continuity of vital business operations and critical functions.
- We must be prepared in case of a force majeure event that could potentially put at risk the operativity of the supply chain, for example pandemics or other types of global-scale events.

Improvement actions

- We shall design and implement effective tools to train people and communicate risk assessment results within the company and embed them into strategy and business plans.

6.10 Processes safety

Mandatory requirements

- We must have programs in place to prevent

or mitigate catastrophic releases of chemicals as well as safeguard workers health during the operational processing of products. These programs must take into consideration and assess criticalities within a particular process as well as external factors like natural disasters, terrorism or similar events.

- We must establish tests, inspections, or audit mechanisms (internal or by a third party) to verify our process safety procedures.
- If the business of our company is material or can put at risk the safeguard of the local communities and environment, we must engage and collaborate with local authorities and community representatives on pertinent aspects of process safety and emergency preparedness as well as implement potential communication actions to foster community inclusion.

6.11 People satisfaction

Improvement actions

- We shall consider the level of satisfaction of workers by implementing measurement mechanisms such as periodic surveys, with the aim of raising their level of happiness and self-fulfillment.





We support goal **9**

Industry, Innovation and Infrastructure



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

We have selected the relevant targets of SDG.9 that are applicable to our ecosystem:

- **Enhance scientific research**, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.
- **Support domestic technology development**, research and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

7.1 Scientific research, technological capabilities upgrade

Mandatory requirements

- We must foster the scientific research and the development of technological capabilities among our operations and ecosystem, with the objective of meeting and if possible, exceeding our customer requirements and competitive trends and technological developments within our reference industry.

Improvement actions

- We shall support scientific research, training and international cooperation projects that are relevant to our business.
- We shall invite scientists and researchers to submit proposals for high-level scientific research projects in specific scientific domains that are pertinent to our operations.

7.2 Continuous improvement

Mandatory requirements

- We must continually improve our business operations by designing clear strategies, setting performance objectives, and executing implementation plans.

Improvement actions

- We shall measure our progress using adequate tools, assessments, inspections, audits or any necessary management review or process, and we shall take necessary corrective actions

for all relevant discrepancies identified.

- We shall embed continuous improvement goals into the performance objectives and incentives of our managers.
- We shall promote the creation of shared value through common goals and incentives of any adequate form that encourages the continuous improvement.
- We shall put in place a regular process of external competitive benchmark of continuous improvement topics, targets, and methodologies that are relevant to our reference industry.





We support goal **10**

Reduced Inequalities



Reduce inequalities within and among countries

We have selected the relevant targets of SDG.10 that are applicable into our ecosystem:

- Empower and promote the **social, economic and political inclusion of all**, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status.
- Adopt **policies**, especially fiscal, wage and social protection policies, and **progressively achieve greater equality**.

8.1 Diversity, inclusion

Mandatory requirements

- We must support diversity and inclusion policies and practices regarding women empowerment and presence of women in the workforce, employment of people from disadvantaged populations, regions, low-income communities or minority populations. We must support the professional development of these individuals in a proper and non-discriminatory way.
- We must facilitate the implementation of programs to support inclusion in the workplace, from a cultural, capacity building and human relationship point of view.
- We must put in place mechanisms that allow our employees to openly communicate and interact with the company management about concerns over diversity breaches in the workplace without fear of reprisal, intimidation or other forms of coercion.
- We must investigate with a formal unbiased and fair process and take corrective action if needed.

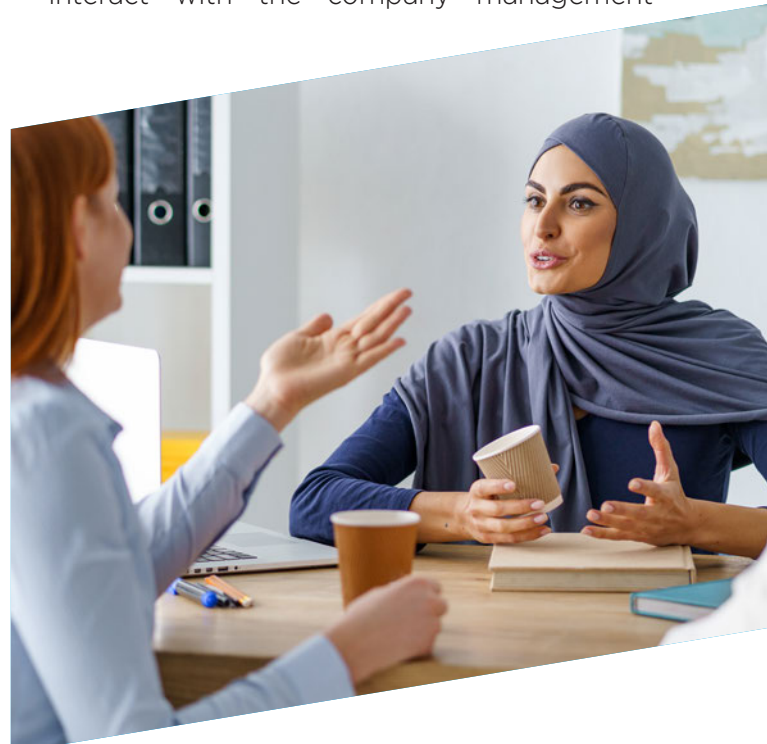
Improvement actions

- We shall provide training and capacity building to all our employees about diversity, inclusion and non-discrimination matters and how to manage potential difficult circumstances.
- We shall put in place mechanisms to measure the level of diversity within the company and monitor its evolution over time, investing energies and efforts into concrete actions aimed at remedying any problems of discrimination or inadequate level of representation.

8.2 Equal opportunities, non discrimination

Mandatory requirements

- We must ensure that the workplace and all our policies and procedures are free of harassment and discrimination, such as race, colour, age, gender, caste, sexual orientation, ethnicity, national origin, disability, religion, political affiliation, union membership, pregnancy or marital status.
- We must apply freedom from discrimination and equal opportunities to all stages, including the recruitment process, working conditions, remuneration, professional development, promotion, contract termination and reporting of issues. All decisions regarding the professional status of an employee must be based on ability, merit and performance.
- We must put in place mechanisms that allow our employees to openly communicate and interact with the company management



about concerns of discrimination or equal opportunity breaches in the workplace without fear of reprisal, intimidation or other forms of coercion. We must investigate with a formal unbiased and fair process and take corrective action if needed.

- We must periodically monitor the ratio of top to bottom wages paid to workers and take action to ensure that the ratio remains reasonable, in order to contribute to an equitable distribution of wealth in society.

Improvement actions

- We shall identify and train individuals who are responsible for applying diversity, equal opportunities and non-discrimination policies within the organisation. These individuals should be available to openly communicate and interact with all employees.

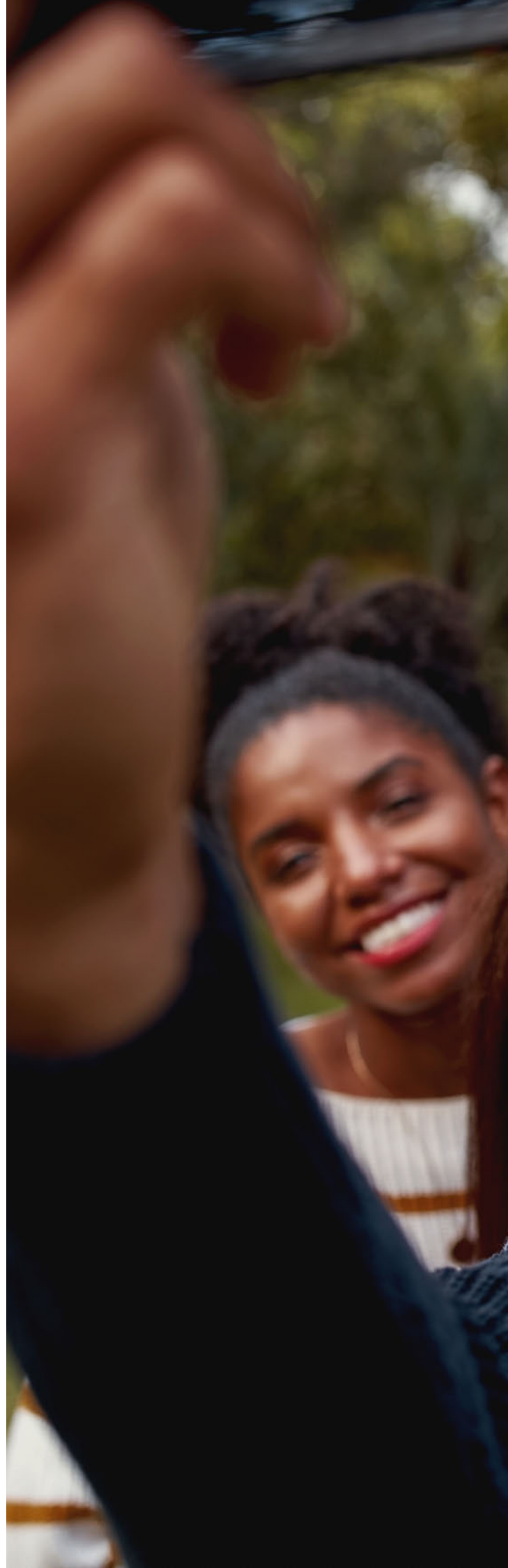
8.3 Anti violence and harassment policy

Mandatory requirements

- We must guarantee the safety, dignity and respect of all workers. In this sense, we are expected to play a role as caretaker of people who experience situations of subordination or who are more exposed to the risk of violence or harassment.

Improvement actions

- In applying this principle, we shall strictly follow a set of rules laid out in an anti-violence and harassment policy. This document should be comprehensively and adequately communicated to all workers and be periodically updated.







We support goal **11**

Sustainable Cities and Communities



Make cities inclusive, safe, resilient and sustainable

We have selected the relevant targets of SDG.11 that are applicable into our ecosystem:

- By 2030, enhance **inclusive and sustainable urbanization** and capacity for participatory, integrated and sustainable human settlement planning and management in all countries;
- By 2030, reduce the adverse **per capita environmental impact of cities**, including by paying special attention to air quality and municipal and other waste management;
- By 2020, substantially increase the number of cities and human settlements adopting and implementing **integrated policies** and plans towards **inclusion, resource efficiency, mitigation and adaptation to climate change**, resilience to disasters, and develop and implement, in line with the Sendai Framework for Disaster Risk Reduction 2015-2030, **holistic disaster risk management** at all levels.

9.1 Community engagement

Improvement actions

- We shall have an active role in relation to corporate citizenship, which translates into participation in community activities, philanthropy and volunteering actions, in order to support cultural and economic development.
- In this context, the company should be a player in distributing the economic value generated for the local scene.
- We shall work closely together with local stakeholders with the aim of guaranteeing the social inclusion of all people and their access to essential services. This includes safeguarding the rights of indigenous populations, when applicable.
- If possible and where the category allows it, we shall give preference to local suppliers, in order to foster the development of the local economy and make transportation related to the supply of materials more efficient and less impactful on the environment.

9.2 Cultural heritage, green areas and better buildings

Mandatory requirements

- In carrying out our operations, we must take into account the impact that we have on the local territory and the community of reference.

Improvement actions

- We shall ensure the preservation of the cultural and environmental heritage that surrounds

our sites, and we should invest in activities that enable its development over time.

- When considering the impact generated by the company, we shall also include that of the buildings in which the company operates.
- In this sense, we shall pay particular attention to the efficiency of the buildings themselves, referring where possible to international best practices or recognised better buildings standards.

9.3 Sustainable transportation

Mandatory requirements

- We must opt for the means of transportation with the lowest emissions of greenhouse gases. This involves having policies and guidelines that regulate this field, with a special focus on business travel and car fleets.

Improvement actions

- We shall include in the selection of cars both hybrid and electric solutions, with the objective of gradually achieving a car fleet without fossil fuel-based engines (electric and/or plug-in vehicles) and therefore, reducing the transportation Carbon Footprint to the minimum impact.
- When traveling for business, we should optimise our travel choices, reducing the number of trips and people involved, whenever possible.



We support goal **12**

Responsible Consumption and Production



Ensure sustainable consumption and production patterns

We have selected the relevant targets of SDG.12 that are applicable into our ecosystem:

- Achieve the **environmentally sound management of chemicals and all wastes** throughout their life cycle, in accordance with agreed international frameworks.
- Significantly reduce their **release to air, water and soil** in order to minimise their adverse impacts on human health and the environment.
- Achieve the **sustainable management and efficient use of natural resources**.
- **Substantially reduce waste generation** through prevention, reduction, recycling and reuse.

10.1 Waste treatment and emissions

Mandatory requirements

- We must put in place processes and waste disposal that do not harm the environment and must minimise pollution of water, air and soil.
- We must have systems in place to ensure the safe handling, movement, storage, disposal, recycling, reuse or management of raw materials and waste as well as abate air emissions.
- We must have systems in place to appropriately manage, control and treat any waste or air emission that has the potential to adversely impact human health or the preservation of the environment.
- We must have systems in place to appropriately manage, control and treat hazardous waste production and disposal, in accordance with local and national regulations.

Improvement actions

- We shall contribute to the preservation of natural ecosystems through environmental initiatives to protect and re-evaluate local resources as well as preserve local communities' good health and living standards.
- We shall set targets and actions to raise awareness among final customers and users regarding sustainability attributes and footprint of the products and services, ensuring that customers and users know how the product should be handled most sustainably at the use, maintenance and end of life.

10.2 Hazardous chemicals, information & management

Mandatory requirements

- We must be committed to the responsible use of chemicals, recognising the importance of minimising their use or selecting those that are less hazardous so that their potential effects on human health and the environment can be reduced or prevented. We are aware that this commitment must be considered during the acquisition of new products developed by third parties.
- We must be committed to designing enclosed processes using effective containment strategies based on the best available practices and closed systems to avoid any potential environmental emission.
- We must adopt a management strategy based on banding categorization for New Chemical Entities when a full toxicological characterisation is not available.
- We must ensure the responsible management of hazardous chemicals by applying consistent standards to our contract manufacturing operations.
- We must ensure that employees are aware of and understand the hazardous nature of any materials including pharmaceutical compounds and pharmaceutical intermediate materials.
- We must provide our employees with training on the appropriate use, storage, handling and disposal of hazardous materials with which they work.
- We must provide and make accessible all chemical hazard information to the

ecosystem organizations in order to facilitate the implementation of appropriate control strategies through risk management.

Improvement actions

- We shall actively research greener and more sustainable chemical processes while minimising environmental impact utilising the principles of green chemistry.
- We shall enforce the principles of “green chemistry” and process efficiency in process optimisation to minimise the use of chemicals and reduce associated waste and emissions.
- We shall explore opportunities for the use of bio-transformation (e.g. bio-catalysis).
- We shall be committed to openness and transparency with regard to hazardous chemicals management.

10.3 Water treatment

Mandatory requirements

- We must have systems in place to ensure the safe management of wastewater discharges.
- We must have systems in place to appropriately manage, measure, control and treat, prior to release into the environment, any wastewater with the potential to adversely impact human health or environmental preservation.

Improvement actions

- We shall invest in low-impact technologies, water-saving and recycling solutions.

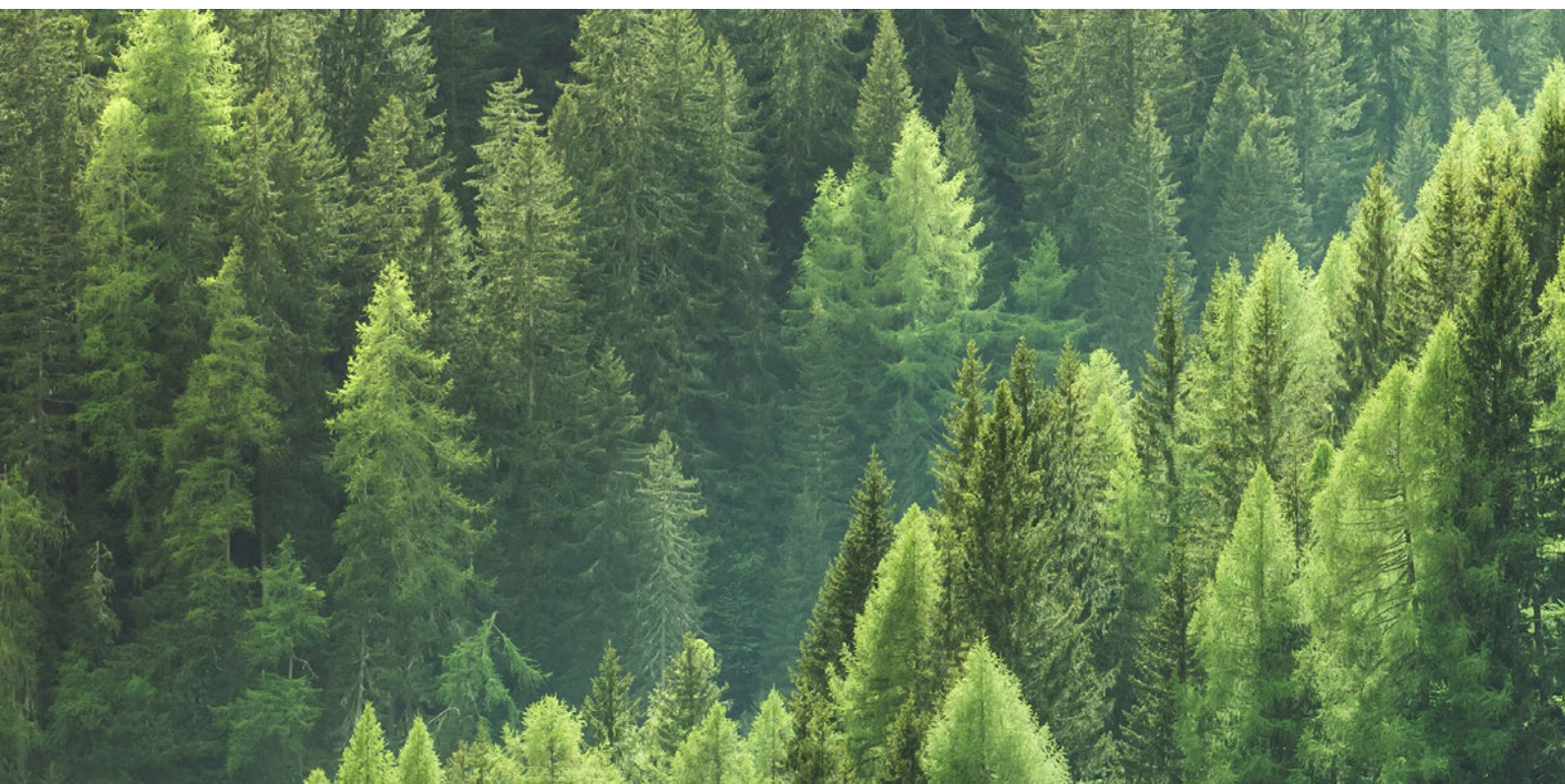
10.4 Efficient use of resources

Mandatory requirements

- We must operate in an environmentally responsible and efficient manner and shall minimise adverse impacts on the environment. We must encourage the conservation of natural resources, the avoidance of the use of hazardous materials where possible and the engagement in activities that reuse and recycle.
- We must limit as much as possible the use of scarce resources (i.e. non-renewable resources, natural gas, petrol, coal, rare earth elements), and natural resources subject to continuous impoverishment (such as clean water, woods, ect.).

Improvement actions

- We shall invest in low-impact technologies and energy-efficiency systems, renewable energy production and water-saving solutions.
- We shall encourage our employees to promote the reuse and recycling of materials as well as reduce emissions at all phases such as transportation, business travel, use of office space and equipment, personal life, and all applicable areas.



10.5 Transparency - report on social and environmental KPI

Mandatory requirements

- We must be open to share our environmental impacts through communication tools and information exchange.
- We must inform Chiesi transparently of any problems or difficulties in applying this code of conduct.
- We must be available for external audits from Chiesi, or any other third party on behalf of Chiesi, in order to verify the compliance with and implementation in practice of the principles reported in this document. We must work together to optimise the audits of our activities, facilities or laboratories through a transparent and continuous exchange of information. We generate clear and shared procedures and concrete application guidelines.

Improvement actions

- We shall develop and implement tools to monitor sustainable development impacts through a specific set of KPIs to be agreed among the relevant ecosystem organizations or by referring to internationally recognised frameworks such as the Benefit Impact Assessment – BIA, the tool

used by B Corps for measuring their impacts.

- We shall share concrete plans to systematically improve our social and environmental sustainability practices.
- We shall report externally about our environmental impacts and our reduction targets.

10.6 Eco-friendly products and services

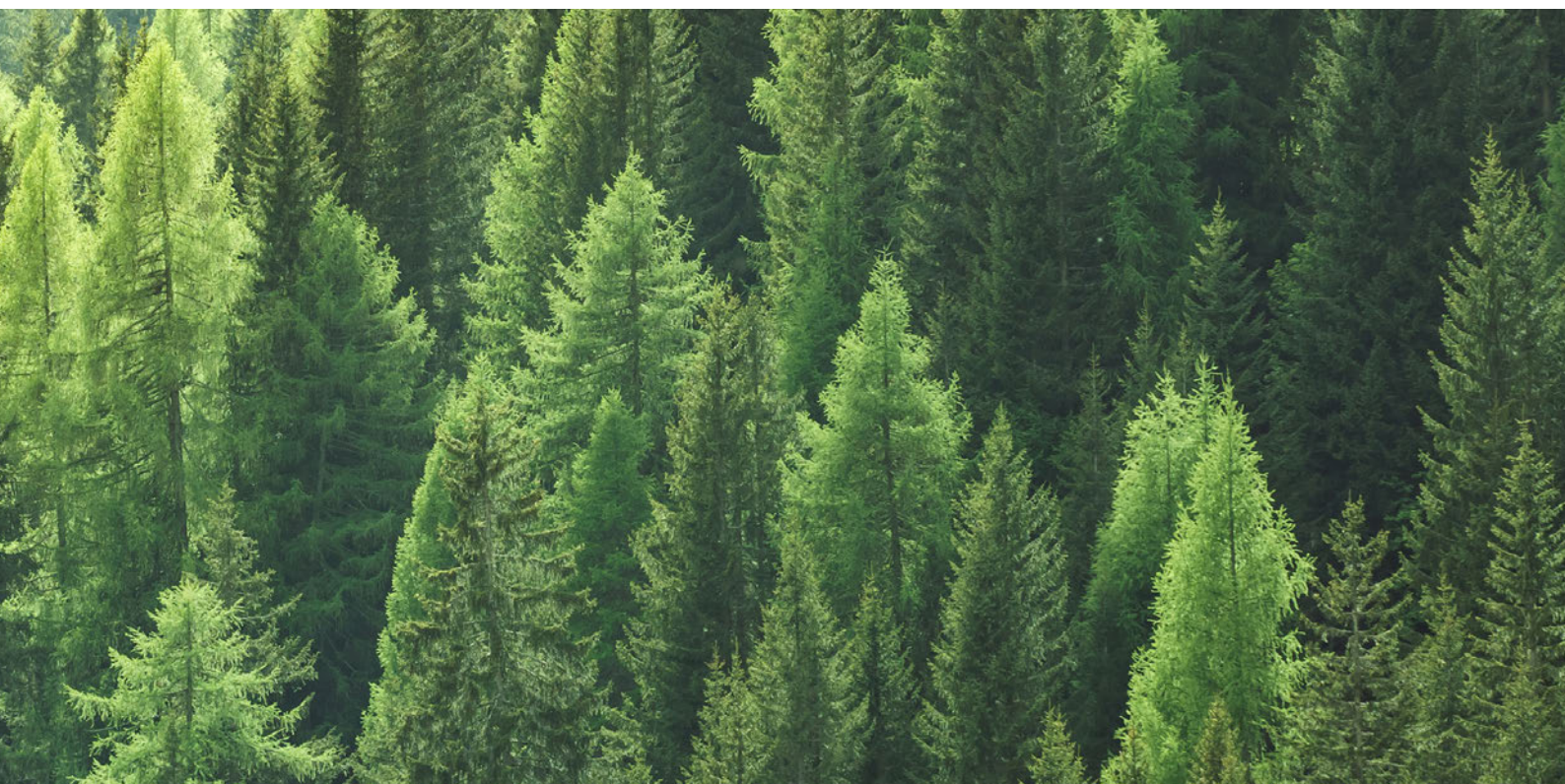
Improvement actions

We shall design our products or services embedding a life cycle approach, including circular economy principles. This means re-engineering our products and services according to sustainability principles, extending the approach not only to the product itself but also to its components, such as packaging choices. Moreover, we shall encourage suppliers to take into consideration all materials, regarding the facilitation of disposal and reuse of components at end of life.

10.7 Precautionary approach

Mandatory requirements

- We must adopt precautionary measures when the company's activities could threaten human health or the environment.





We support goal **13**

Climate Action



Take urgent action to combat climate change and its impacts

We have selected the relevant targets of SDG.13 that are applicable into our ecosystem:

- **Strengthen resilience and adaptive capacity** to climate-related hazards and natural disasters in all countries.
- **Integrate climate change measures** into national policies, strategies and planning.
- **Improve education, awareness-raising** and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

11.1 Air emissions

Mandatory requirements

- We must have systems in place to map, monitor and manage all emissions in a transparent manner, wherever possible and follow relevant international standards like for example the CDP or similar initiatives that may arise in the future.
- We must gradually reduce our Carbon footprint to actively reduce global adverse climate impacts.

Improvement actions

- We shall design and implement a plan to become carbon neutral or have an ambitious reduction plan according to internationally recognised standards, for example Science Based Target Initiative (SBTI).
- The plan to reduce climate-changing gas emissions should be based on setting targets and progressive advancement. Reducing emissions should be the main objective of the above plan, which shall be implemented through process and consumption optimisation, paying particular attention to acting strategically in the most material areas for the company, such as for example energy consumption, logistics, travel, etc.
- Emissions offsetting should however be part of the plan, in order to compensate for the share of emissions that will not be possible to minimise. In the offsetting strategy, we should always choose reliable and internationally recognised specification processes, such as PAS 2060 or the purchase of high-quality carbon credits.
- We shall have systems in place to monitor the progress of the plan on a periodic basis. The process shall include the measurement and

control of both direct and indirect emissions (scopes 1,2,3) and the information should be reliable and accessible. The emission data shall therefore be disclosed transparently.

- We shall design and implement a plan to invest in low-impact technologies, energy-efficiency systems and renewable energy production solutions.
- We shall encourage our employees to promote the reuse and recycling of materials as well as reduce emissions at all phases such as transportation, business travel, use of office space and equipment, personal life, and all applicable areas.

11.2 Energy efficiency

Mandatory requirements

- We must limit as much as possible the use of energy, by preferring the purchase of certified green energy or, wherever possible, by self-producing the energy corresponding to our needs. The reduction of energy consumption must follow a progressive improvement plan that includes intermediate targets and constant monitoring of the results.



We support goal **15**
Life on Land



Protect, restore and promote sustainable use of terrestrial ecosystems

We have selected the relevant targets of SDG.15 that are applicable into our ecosystem:

- Take urgent and significant action to **reduce the degradation of natural habitats, halt the loss of biodiversity** and protect and prevent the extinction of threatened species.
- Mobilise and significantly increase financial resources from all sources to **conserve and sustainably use biodiversity and ecosystems**.

12.1 Spills and releases

Mandatory requirements

- We must have systems in place to prevent and mitigate accidental spills and releases into the environment.
- We must have in place contingency plans and countermeasure programs in case of accidental releases.
- We must enable relevant employees to be prepared and deal with accidental spills and releases in a professional way according to contingency plans and countermeasures.
- We must maintain and make accessible to our employees the proper emergency containment equipment.

Improvement actions

- We shall identify all materials or processes that are potentially risky and label and store these materials in appropriate containers, vessels, and locations that exceeds the minimum law requirements and meet contingency plans requirements. Storage and production areas are designed to provide secondary containment in the event of an accidental release.

12.2 Animal welfare

Mandatory requirements

- We acknowledge the contribution that animals are giving to our medicine development and therefore we believe that acting with due respect to the animals by establishing and ensuring high ethical and welfare standards is a fundamental and undeniable principle. These beliefs are morally and scientifically guiding our actions.
- All companies conducting animal testing

must promote animal welfare, by ensuring that all animals under their care have access to food, water, and adequate accommodation. Our research facilities are designed and maintained to reliably provide animals with specific environmental conditions.

- We must promote 3Rs programs (scientific and technological development) to support the Replacement, Reduction and Refinement of the use of animals wherever possible.
- All personnel involved in the care and use of animals must be appropriately and continuously trained.

12.3 Traceability - responsible sourcing

Mandatory requirements

- We must monitor, trace and disclose any use of any materials that have an impact on the sustainability of the planet such as minerals

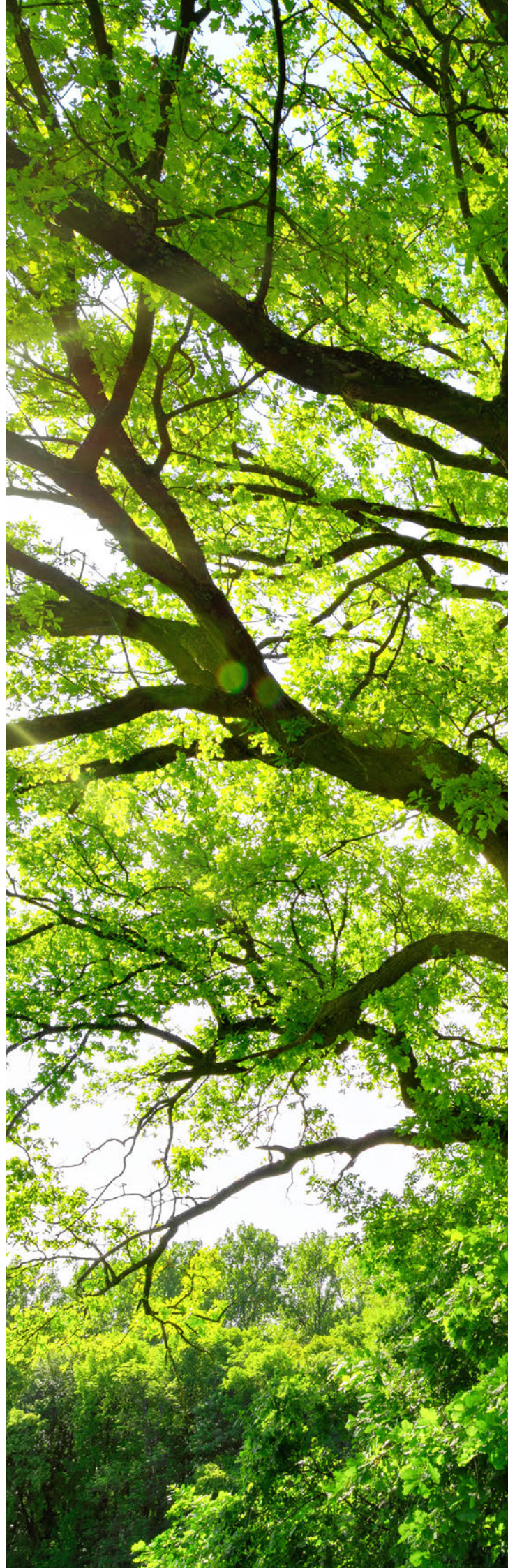


from internationally recognised conflict zones, or conflict sourced (e.g. cassiterite, wolframite or their derivatives tantalum, tin and tungsten, gold, diamonds, columbite-tantalite), plants based raw materials with high impact on the environment (e.g. palm oil), animal sourced materials (e.g. from endangered species). Please refer to CITES (the Convention on International Trade in Endangered Species of Wild Fauna and Flora) database and guidance, OECD (Organization for Economic Cooperation and Development) Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas, Critical Raw Materials List from the EU, and Draft Critical Mineral List on USGS web site for a detailed characterisation of the above.

- We must identify, address and mitigate any risk related to the mining of minerals originating from regions at high risk.
- In order to select and evaluate the collaboration or partnership with other companies, we must consider the company sustainability profile, as well as the alignment with the principles of this Code of Conduct and, as a distinctive element, the activation of Improvement actions of this Code of Conduct.

Improvement actions

- We shall put in place collaborations with our ecosystem organizations, government bodies, international associations and local communities to raise awareness of conflict minerals and promote actions to mitigate the use of critical materials as well as programs to find alternative sourcing zones and products.











We support goal **16**

Peace, Justice and Strong Institutions



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

We have selected the relevant targets of SDG.16 that are applicable into our ecosystem:

- Substantially **reduce corruption and bribery in all their forms.**
- Ensure responsive, inclusive, participatory and representative **decision-making** at all levels.
- Ensure public **access to information and protect fundamental freedoms**, in accordance with national legislation and international agreements.
- Promote and enforce **non-discriminatory laws and policies** for sustainable development.

13.1 Ethics

Mandatory requirements

- We must act with integrity and conduct our business in an uncompromised ethical way.
- We must declare promptly and in a clear way any conflict of interest that may affect the business.

Improvement actions

- We shall design, put in place and communicate clearly to all our employees and suppliers a comprehensive written Code of Conduct.

13.2 Relevant requirements

Mandatory requirements

- As stated in the introduction of this document, we must comply with all applicable laws, regulations, standards and any other relevant requirements.
- We must design and implement programs or procedures to verify the compliance status and progress against legal or other relevant requirements.
- We must identify and effectively communicate to the relevant individuals within our organisation all legal, customer-driven, local or voluntary performance obligations that are material to our perimeter of operations.
- We must have mechanisms to track employees or community complaints or non-compliance issues against internal and external obligations and commitments that are previously investigated and solved.

Improvement actions

- We shall design and implement a reliable methodology to identify and track new changes in legislation, regulations and laws that are potentially material to our business operations.
- We shall establish open and clear communication to our employees and key stakeholders about fines and penalties in order to measure compliance and progress of regulatory obligations.
- When active in public affairs actions, we shall be enrolled (in accordance with local laws and regulations) in appropriate registers, for example the Transparency Register in the EU, that regulate through specific Codes of Conducts the main directions to follow on ethical and transparent advocacy and lobbying practices.



13.3 Environmental authorisations

Mandatory requirements

- We must comply with all applicable environmental regulations. In particular, we must obtain and keep records of all required environmental permits, licenses, information registrations and restrictions. We shall comply with the corresponding operational and reporting requirements.
- We must design and implement a set of comprehensive internal policies and procedures for managing all relevant environmental issues.
- We must design and implement systems to monitor environmental performance and manage all relevant obligations deriving from the adherence to recognised international norms as well as industry practices.
- We must report to the proper internal and external authorities any required routine report, violation or exception to environmental requirements.

Improvement actions

- We shall understand, assess, control and mitigate in a proactive way all those activities that have a direct impact on environment preservation but do not require a permit or legal obligation.
- We shall maintain a local inventory of material consumption and discharges that have a potential impact to the environment.

13.4 Fair suppliers competition

Mandatory requirements

- We must adopt fair business practices and conduct our business consistent with fair competition and in compliance with all applicable antitrust laws.

Improvement actions

- We shall put in place policy making activities to foster fair competition between suppliers and antitrust at local level, engaging with relevant institutions and associations.

13.5 Business integrity: corruption, bribery, freedom of reporting of issues and whistle blowing

Mandatory requirements

- We must prohibit all forms of corruption, extortion, embezzlement and facilitation payments. We must not pay or accept bribes or participate in other illegal inducements in business or government relationships or other activities that have the objective of obtaining undue or improper advantage.
- We must not offer or receive inappropriate financial or material benefits, such as expensive gifts, that could influence business decisions and/or may compromise the integrity and/or reputation of Chiesi and that could be considered, by a neutral party, as means aimed at deserving gratitude or gaining improper advantages.
- We must put in place mechanisms that allow our employees to openly communicate and interact with the company management about concerns or illegal activities in the workplace without fear of reprisal, intimidation or other forms of coercion. Particular attention must be paid to protecting the whistleblower's safety. This can include committees or a whistle blowing policy. We must investigate with a formal unbiased and fair process and take corrective action if needed.

13.6 Freely chosen employment

Mandatory requirements

- We implement a fair and ethical system of hiring practices that is applied uniformly, either from the company itself or through a recruiter, hiring contractor or other external agents. We must prohibit and avoid all forms of modern slavery, such as forced, bonded or indentured labour or involuntary prison labour, in hiring and lay off practices. All breaches of human rights and fair working conditions as stated in this document must not form part of the employee's duties agreed in the work contract.
- We provide to our employees a written copy of their employment contract or letter, written

in a language familiar to both employer and employee and within the details of the terms and conditions of the collaboration.

- Unless obliged by local law, we must not require our employees to hand over their identity papers to secure employment. In any case, we must grant to our employees easy access to their papers.
- We grant our employees the freedom to leave their jobs after reasonable notice and pursuant to employment agreements and applicable labour laws. We must pay on time and in full the work they have done before leaving.

Improvement actions

- We shall put in place a periodic review of our employment policies and practices, if deemed necessary with the support of external qualified legal professionals.
- Similarly, we shall periodically audit or verify compliance to employment policies, if deemed necessary with the support or involvement of a qualified third party. If deficiencies and discrepancies arise, we shall implement fair and prompt corrective actions.

13.7 Security, privacy, data and intellectual protection

Mandatory requirements

- We must protect the privacy of our company, employees, patients, or any collaborator by safeguarding and make proper use of all confidential information in our possession.
- We must design, implement and regularly keep up-to-date policies, procedures, and tools to comply to best practices and compliance to privacy and confidential information requirements.
- We must grant access to confidential information and personal data only to individuals legally entitled to do so. These individuals are aware of all applicable laws, regulations and policies pertaining to privacy and confidential information handling.

Improvement actions

- We shall put in place a training mechanism that enables our employees to clearly understand the information categories and records that should be treated as confidential.





We support goal **17**

Partnership for the Goals



Strengthen the means of implementation and revitalise the global partnership for sustainable development

We have selected the relevant targets of SDG.17 that are applicable into our ecosystem:

- **Enhance the global partnership for sustainable development**, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the sustainable development goals in all countries, in particular developing countries.

14.1 Sub suppliers responsible sourcing

Mandatory requirements

- We must broaden the perimeter of application of this Code of Conduct by influencing other suppliers and ecosystem to implement the principles described above. The purpose is to ensure that suppliers of products and services can also initiate a program and live up to the principles of responsible sourcing standards.
- Chiesi suppliers are required to inform their own suppliers of products and services on Chiesi standards set out in this Code of Conduct. Chiesi must likewise ensure that suppliers of products and services meet these standards.

Improvement actions

- We shall formally collaborate with one or more of our key strategic suppliers on a plan to improve their operations to meet the principles highlighted in this document.

14.2 Commitment, accountability, documentation

Mandatory requirements

- We must demonstrate a clear commitment to the principles described in this document by allocating appropriate resources and incorporating relevant aspects into policies and procedures.
- We must also maintain all necessary documentation, in a carbon friendly format as much as possible, on key issues, for example: audit findings, injuries, employee's benefits and payrolls, etc., to demonstrate

commitment to the principles described in this document and compliance with all applicable regulations. All documentation methods and forms must be in the most suitable medium, for example paper or electronic, and be easily accessible for review or update.

- We must effectively communicate the principles of this document to our employees.

Improvement actions

- We shall embed all relevant aspects of this document into annual business plans.
- We shall commit to the principles of this document by enhancing and promoting the implementation of the relevant certifications or highest standards (e.g. ISO).
- We shall embed all relevant topics of this document into job descriptions and performance measurement.
- We shall put in place external communication actions about any relevant topic of this document with the objective of demonstrating commitment and influence our ecosystem.

14.3 Collaboration and partnerships

Improvement actions

- We shall collaborate in order to influence policies towards sustainability, engaging our stakeholders in proactive policy making actions, to reach the goals of SDG 17.





The B Corp Declaration

DECLARATION OF INTERDEPENDENCE

B Corps form a community of leaders and drive a global movement of people using business as a force for good. The values and aspirations of the B Corp community are embedded in the B Corp Declaration of Interdependence:

“We envision a global economy that uses business as a force for good.

This economy is comprised of a new type of corporation - the B Corporation - which is purpose-driven and creates benefit for all stakeholders, not just shareholders.

As B Corporations and leaders of this emerging economy, we believe:

- That we must be the change we seek in the world.
- That all business ought to be conducted as if people and place mattered.
- That, through their products, practices, and profits, businesses should aspire to do no harm and benefit all.

To do so requires that we act with the understanding that we are each dependent upon one another and thus responsible for each other and future generations.”

The Chiesi logo features a stylized white hexagonal icon with a central dot and a right-pointing arrow, followed by the word "Chiesi" in a white, italicized sans-serif font.

Chiesi

Certified



Corporation