

ALPLA INDEN PHARMA within its policy of social responsibility, it declares its compliment of the below indicated points. The providers or subcontractors of Inden Pharma must fulfil as well with these points.

1. Child labour.

Child labour won't be used under any circumstances, following at all times the current legislation.

2. Forced Work.

The employees work in a voluntary way. The employees don't work under any threat or as a way of paying for a debt. There won't be used any prisoners who are forced to work and don't receive a salary.

3. Healthy and safe working environment.

The needed measures are taken in order to accomplish the working conditions and practices which won't endanger the safety of the workers or violate the basic human rights; minimizing the health risks and security in the work place, fulfilling the current legislation.

4. Freedom of association and right to the collective negotiation.

The employees have the right to associate freely, to defend their interests. The employees have also the right of negotiating in a collective way with the employer, to achieve decent and acceptable conditions.

5. No discrimination. Equality of rights and opportunities.

The conditions to assign each job are based exclusively in the ability of each individual to perform said job. There won't be any discrimination towards race, skin colour, nationality, gender, religious beliefs, sexual orientation, political thoughts, etc.

6. Reasonable working terms and conditions

The employees have reasonable working, salary and contractual conditions. These are exempt from any kind of inhuman treatment such as physical threats, bullying, intimidation, or coercion, either physical or psychological.

7. Environment Protection.

All activities performed inside Inden Pharma are carried out taking into account the impact of the environment and trying to minimise the negative effect in air, water, soil, natural resources, animals, plants and human beings.

Signed
CEO
Juan Guillem

Plant Manager
Ignacio Rivera