



Environmental Policy

Introduction

Starpharma Holdings Limited (**Starpharma** or **Company**) is committed to conducting its operations in an environmentally responsible manner.

This Policy was last reviewed and approved by the Board on 21 March 2024.

Responsibility

This policy applies to all Starpharma employees and is their responsibility to comply with this policy. Starpharma also expects its suppliers to adhere to the principles.

Principles

At Starpharma, we strive to contribute to a healthy global environment by the following principles:

- Comply with applicable environmental laws and regulations and prevent environmental pollution;
- Consider the environmental impact of our products through their product lifecycle;
- Consider the climate change impact of our operations;
- Engage with our suppliers, customers and partners to develop improved environmental sustainability practices through the supply chain;
- Promote the efficient use of materials and resources throughout our facility and to make continuous environmental improvement relevant to our business operations with a focus on our waste management practices;
- Develop a culture of sustainable environmental management by developing the awareness and involvement of our employees;
- Train employees on, and implement programs for, environmental management;
- Ensure an environmental management framework that includes environment standards, practices and procedures is developed, implemented and reviewed to identify and manage our material environmental risks;
- Incorporate environmental considerations into our business decision-making processes, products and procurement; and
- Endeavour to optimise our energy efficiency.

Compliance with this Policy

Starpharma manages its environment and sustainability initiatives in the context of its compliance with medical regulatory and quality requirements.

Starpharma's process for suspected breaches of this policy, include investigations and may result in disciplinary or remedial action. This may include counselling, formal warnings or termination of employment or engagement.

Review

This Policy is reviewed periodically to ensure it continues to comply with the law and remains relevant and effective.
