

OH&S POLICY

We, the representatives of Gedeon Richter Ltd.

- *are aware of and understand* the importance of occupational health and safety
- *commit ourselves* to the perpetual improvement of the organization's health and safety performance, to the compliance with current legislation and other requirements and to the prevention of occupational injuries and illnesses
- *undertake* that we combine our comprehensive scientific and pharmaceutical and other experience of more than a century with the modern technical, health and safety requirements

We pay special attention to the aspects of occupational health and safety when we make financial decisions. We consider prevention as first. Strategic R&D, investment and facility development play a major role in prevention.

Among our tasks we pay special attention to the followings

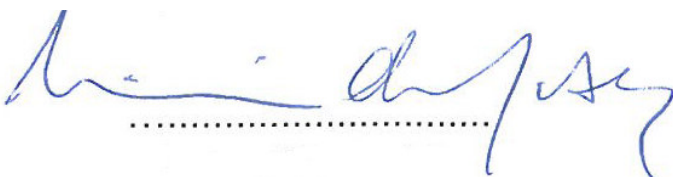
- identification of hazards, risk assessment and risk minimization of our activities - and the communication of these matters to the employees
- identification and management of the risk due to hazardous chemicals and noise exposure
- identification and management of psycho-social risks
- increasing the self containment and safety of batch technologies
- avoidance or substitution of carcinogenic substances wherever is possible
- managing the risks revealed by the risk assessment performed on our work equipment
- compliance with chemical safety requirements of EU regulations (REACH, CLP)
- major accident hazard prevention at all our sites
- optimizing the quantity of stored and handled hazardous substances

We attempt to maintain sincere relation with authorities and neighbour inhabitants, it is highly important for us to keep the public informed about our activities.

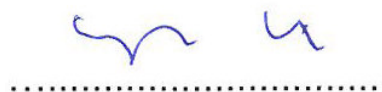
From our employees and contracted parties we expect and demand maximal adherence to health and safety requirements. We targeted to achieve this with the aid of regular trainings, adequate instructions, implementation of incentive solutions and providing safe and healthy working environment.

The accomplishment of our plans is promoted by OH&S Management System.

Budapest, 24 January 2012



Vilmos Gelsey
President



Erik Bogesch
Managing Director