

July 01, 2024

**POLICY STATEMENT REGARDING  
Biodiversity**

At BioSpectra Inc., we recognize the critical importance of biodiversity for the well-being of current and future generations. As a responsible supplier to the Pharmaceutical Industry, we are committed to the evaluation and preservation of land use and environmental impact regarding our current and future business expansion as part of our sustainability program. We will act with accountability as stewards for our local environment by protecting the biodiversity of our facilities and owned property. This policy is referenced in our Employee Handbook: Section 9- Workplace Safety and the Environment.

**Our Commitments:**

1. **Conservation and Protection:** Our facility in Bangor PA, USA is established within a 34-acre campus of wooded trees and typical undergrowth with the plan to maintain 99% of this in its' current state. In addition, any upgrades or improvements to the current facility is carefully assessed through and will comply with all State and Local standards and regulations regarding environmental impact. Further Information can be found in the Environmental Health and Safety Program BSI-SOP-0591, Section 4: 4.1.1 and 4.1.3: Environmental Health and Safety Management.
2. **Emissions Reduction:** We have set goals to reduce emissions within our facility by 50% as of 2030. We utilize biofilters in our manufacturing facility to mitigate air pollution in our direct environment.
3. **Education and Awareness:** We educate our employees and raise awareness among stakeholders about the importance of biodiversity conservation and our role in protecting it. Employee training hours are issued by the Training Department. The Training Department must prepare an annual report of these trainings and the hours of each employee trained.
4. **Transparency and Reporting:** We will transparently report our biodiversity performance, initiatives, and progress towards our goals to stakeholders and the public.

**Integration with Other Policies:** Our Biodiversity Policy is aligned with our broader environmental, social, and governance (ESG) commitments. We integrate biodiversity considerations into our Sustainability Program, operational planning, and risk management frameworks. BioSpectra, Inc.'s biodiversity efforts will be reported within our sustainability report.

**Leadership Commitment:** Biospectra's leadership team endorses this Biodiversity Policy and holds itself accountable for ensuring its implementation throughout the organization.

**Continuous Improvement:** We will continuously review and improve our policies, practices, and procedures related to ecological protection and local biodiversity to ensure alignment with internationally recognized regulations and procedures.

**Policy Review:** This policy will be reviewed annually or as needed to ensure its effectiveness and relevance.



**Policy Approval:** Authorized person name: Paul DiMarco - Title: Sr. Vice President

**Paul DiMarco | Senior Vice President**

**Commercial Operations**

[Paul.dimarco@biospectra.us](mailto:Paul.dimarco@biospectra.us)