

CORPORATE SOCIAL RESPONSIBILITY POLICY

In accordance with article 5 of the Regulations of the Board of Directors of Grifols, S.A. ("Grifols"), the Board in full reserves the right to approve the corporate social responsibility policy. The Board of Directors of Grifols, during the meeting held on 27 May 2016, approved this Corporate Social Responsibility Policy with the objective of setting out the main corporate social responsibility principles and commitments of Grifols and its Group, as well as serving as a basis to add social responsibility to Grifols' business model.

These general guidelines must also govern the conduct of Grifols and its employees throughout the fulfilment of their duties and in all of their professional relations.

1. OBJECTIVES

- **Integrity and transparency.** Grifols considers that it is essential to promote transparency with the main groups of interest, establishing communication channels that encourage dialogue and providing information in a clear, straightforward, honest and ethical way.
- **Compliance with regulations and prevention of unlawful conducts.** Grifols is fully committed to adhering to the highest level of ethical conduct and to complying with all laws, rules and regulations that are applicable in any country in which they do business.
- **Commitment with the environment.** Grifols is committed to its surroundings and its management is committed to the promotion of sustainable development, the rational use and optimization of natural resources, the improvement of recycling and the assessment of waste materials.
- **Security and health.** In managing its business, Grifols includes the prevention of labour risks and the protection of its employees' health, providing a continuous and updated training based on risk levels.
- **Social commitment.** Grifols is committed to its social surroundings. This commitment goes beyond the strict compliance with laws, rules and regulations, ensuring that its business activities have a positive impact on its employees, patients, donors, clients, suppliers and society as a whole.

2. MAIN AREAS OF WORK

A. Environment

Grifols gives an efficient answer to one of its main corporate social responsibility principles: respecting the Environment. Grifols' environmental management program is guided by the principles set out in its environmental policy which was approved by its Management and is adhered to by all parties on a daily basis. Our Environmental Management program is ISO 14.001 certified and it ensures that all the applicable environmental legislation is identified and complied with; that the environmental impact of the company's manufacturing processes and/or products is fully understood; and that the company implements the necessary measures to prevent environmental degradation. Each Grifols company has an

environmental committee which analyses the environmental management program periodically and also introduces improvements. These are mainly focused on the optimization of natural resources, such as water and energy conservation, as well as initiatives for recycling and assessing waste materials.

Grifols provides training and encourages its employees to take responsibility, which is fundamental in preserving the environment, in their respective business areas and in identifying new opportunities for improvement. Sound environmental practices are integrated in manufacturing processes and other areas of the company to ensure correct environmental management. Grifols applies eco-design criteria in all new premises and equipment that it manufactures, thereby preventing and minimizing the environmental impact across all stages and operations. Each year Grifols publishes an environmental report, which includes the results of its environmental program from the previous years, as well as any actions taken in the last period.

Our mission is to improve the health and wellbeing of people through the research, development, production and sale of biological drugs derived from plasma, technology for clinical diagnosis and proprietary medicines for hospital use.

Grifols conducts its activity respecting the environment in which it operates and for this reason, the Group's companies undertake to:

- To promote awareness and train employees to adopt good environmental practices within the workplace.
- To minimize the environmental impact of new products and processes during the stages of design, manufacturing, transportation, usage and disposal.
- To identify and comply with applicable legal requirements and other principles to which the organization subscribes.
- To establish environmental objectives and targets according to company activities, in order to continuously improve performance.
- To implement pollution prevention techniques in order to minimize the environmental risks involved in company activities, taking into account the effects of climate change.
- To organize a system to engage stakeholders in communication and dialogue on company environmental issues.
- To set up programs for the protection and conservation of nature areas belonging to the company and to protect those areas where it has a direct influence.

B. Occupational Health and Safety

A healthy risk-free working environment is part of Grifols' commitment to its employees, as set out in the company's health and safety policy. This policy focuses on continuously applying the strictest health, safety and risk prevention criteria in the workplace. Health and safety activities are systematically and generally carried out in accordance with the Health and Safety scheme included in the management program.

Grifols' occupational health and safety policy guarantees that all of the group's companies, as well as collaborating companies, carry out their activities in compliance with the regulations, rules and provisions applicable in each country, in accordance with the national legislation, and also in compliance with Grifols own safety standards.

- OSHAS 18:001 Certification

Grifols' work centres in Spain are OHSAS 18.001:2007 certified. The international subsidiaries have established their own individual systems that are adapted to each country in alignment with corporate policies.

Grifols' Health and Safety management system is based on a process of continuous improvement. At Grifols, this continuous improvement is developed by adequately defining management objectives for each group of companies, by closely monitoring the technical and organizational aspects of health and safety planning, by applying active and reactive efficiency system controls, using external and internal audits, and finally by the active participation of each company' management in the employees' health and safety policy. Grifols has a risk prevention department which provides services to all the group's companies. This department has qualified technicians in the different risk prevention areas, and a medical service for health surveillance and risk prevention.

- Awareness and Training Programs

Health and Safety training is intended to guarantee that every employee has the right information related to risk prevention and puts it into practice. This applies not only when a person first joins the company but also when there is a change in his/her responsibilities, or when new technologies or operational changes are introduced. This training focuses on the role of the employee and his/her workplace, and it adapts to changes in risks.

- Safety in the Installation and Process Design

The most effective way to ensure people's safety is to correctly identify possible hazards when designing installations. Grifols has defined a series of standard procedures that serve as a reminder of all the possible areas of risk when designing installations, purchasing new equipment and modifying production processes.

C. Social Commitment

Grifols supports various foundations, amongst them:

- **Victor Grifols i Lucas:** the mission of the Víctor Grifols i Lucas Foundation, created in 1998, is the promotion of bioethics through a dialogue between specialists from different areas of knowledge. The Foundation seeks to promote ethical attitudes in organizations, companies and individuals active in the field of human health. To achieve this, it offers a discussion platform that provides a forum to exchange ideas about the ethics of life.

To carry out its mission, the foundation has the following objectives:

1. To promote research in specific areas of bioethics by awarding grants and prizes.
 2. To organize conferences, seminars and workshops to raise awareness of and explore ethical issues which are constantly being encountered in the life and medical sciences.
 3. Produce publications to divulge the foundation's work, as well as other documents related to bioethics.
 4. To work with organizations, universities and other educational institutions in order to conduct research and produce publications that contribute to the deeper understanding of the ethics of life.
- **Fundación Probitas:** The Probitas Foundation, founded in 2008, contributes to the improvement of medical care in areas with limited resources or knowledge by providing aid in healthcare matters in which Grifols has knowledge.

The Probitas Foundation has set out the following strategic lines of action:

1. To reinforce medical services and empower the population in vulnerable regions, by installing equipment and infrastructures for the diagnosis and treatment of diseases.
2. To encourage the participation and training of the personnel of each project in order to create capacity-building at a local level so that the people benefitting from the training will also be responsible for the health services of their community.
3. To promote integral health programmes such as access to drinking water, sanitation and food security in the vulnerable areas where the Foundation is already present.
4. To reinforce the blood banks in the health centres and hospitals of the most disadvantaged areas.

5. To take action in exceptional situations such as catastrophes or humanitarian crises of either human or natural origin.
 6. To give support to other entities which share the same objectives and values in order to reinforce and improve the structures of health centres and/or hospitals in the world's most disadvantaged regions.
 7. To encourage interventions related to health in vulnerable collectives in developed countries with the Grifols' group expertise.
- **José Antonio Grifols Lucas Foundation.** The mission of the José Antonio Grifols Lucas Foundation, in the United States, is to support educational and health programs to improve the wellbeing of communities and the social environment of nearly one million people who donate their plasma at Grifols' donation centres. The Foundation, which was created in 2008 in honour of Dr. J.A. Grifols, inventor of the plasmapheresis technique, recognizes the invaluable support of our plasma donor population who, through the donation of plasma and the products made from it, empower our mission to save lives.

As a result of Grifols' commitment with society, the organization has founded the Grifols Academies in Spain and in the United States.

- **The Grifols Academy in Barcelona.** The Academy focuses on providing training and career development to employees. It aims to communicate corporate culture, as well as the way of understanding and conducting business. Training is organized in three areas: scientific and technical knowledge, development of skills and corporate culture, and knowledge of the company.
- **The Grifols Plasmapheresis Academy in the United States.** The Academy offers advanced training on: all plasmapheresis procedures, the collection, analysis and control of plasma, the preparation of medical hemoderivatives, and ethical and quality knowledge focused on human health. Through the Grifols Plasmapheresis Academy, the group aims to transmit its knowledge, to standardize work procedures and to retain top talent, in addition to extending its corporate culture in those companies located in the United States.

D. Monitoring regulations and preventing unlawful conducts

a. Code of Conduct

Grifols' Code of Conduct, which was approved by the Company's Board of Directors, with the support of the Audit Committee, on 26 October 2012, aims to establish the general guidelines which must govern the conduct of Grifols and all its employees in the performance of their duties and in their professional relations, acting in accordance with the laws of each country where the company operates.

Grifols' Code of Conduct may be found on the company's webpage.

<http://www.grifols.com/es/web/international/about-grifols/code-of-conduct>

b. Code of Ethics for the executives and directors

Since its inception in 1940, Grifols has always been ruled by an unwritten philosophy or spirit of ethics that places the safety and efficacy of its products as its foremost priority. The company has never given priority in its decisions to economic criteria but rather to producing and distributing the highest quality products for the patients, consumers and healthcare providers it serves.

With the goal of never losing or compromising its corporate philosophy, a Code of Ethics has been drafted to govern employees and others working for the Grifols Group. This Code must be viewed as a general framework of basic principles only and not limiting in any way, since it is not possible to develop, in writing, all the ethical criteria that must rule the activities of the company.

While the Code should govern the behaviour of all employees of the company, it is specifically subscribed by certain individuals whose decisions have more of a direct effect on the activities of the company, that is, its board members and executives.

c. Anti-Corruption Policy

The Anti-corruption policy provides guidance to the directors, employees and governing bodies of Grifols and all its subsidiaries and affiliates around the world, as well as to third parties, setting out the appropriate standards of conduct for interaction with government officials and other identified private individuals. Furthermore, this policy includes prohibitions against solicitation and acceptance of bribes by members of Grifols and third parties.

Grifols' Anti-corruption policy may found on the company's webpage.

<http://www.grifols.com/es/web/international/about-grifols/anti-corruption-policy>

d. Transparency

Industry interactions with the medical profession have a profound and positive influence on the quality of patient treatment and on the value of research. As primary providers of healthcare services, both healthcare professionals and healthcare organizations, offer us unique, independent insights and expert knowledge on patients' behaviour and management of disease. The capacity of gaining access to this expertise plays a critical role in informing and guiding industry efforts to improve the quality of patient care and treatment options. And that is why both healthcare professionals and healthcare organizations should be fairly compensated for their input and for the services they provide to the industry.

Industry interactions with healthcare professionals and healthcare organizations should not only be conducted with integrity but should also be transparent. We therefore fully support and have voluntarily adopted the practices reflected in the new EFPIA Code, and will continue to support any other country codes of conduct which promulgates transparency reporting.

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