

Reference Letter

Ms. Sanna Aaltonen, born on July 5, 1981 in Vuolijoki (Finland), was employed by our company from July 1, 2017 to December 31, 2020.

In the Research & Development – Drug Development – Clinical Operations – Clinical Trial Supply department Ms. Aaltonen worked as a Clinical Supply Manager with the following tasks and responsibilities:

- Ensuring maintenance of an uninterrupted clinical supply chain throughout the study to reliably provide the required trial medication to subjects
- Translating the requirements defined in clinical trial protocols into optimal packaging designs ensuring robust processes for manufacturing, handling and distribution of clinical trial supplies
- Planning and implementing logistical strategies for clinical trial supplies by coordinating the activities of all logistics suppliers involved, e.g. depots, couriers, Interactive Response Technology (IRT) suppliers
- Setting up and implementing trial-specific IRT systems
- Compiling and reviewing all GMP-relevant manufacturing documentation for clinical trial supplies to facilitate final release by the Qualified Person
- Providing guidance to the clinical teams on all questions related to processes for handling and storage of clinical trial supplies at the clinical trial site, and ensuring GMP-compliant evaluation of any quality-relevant incidents
- Ensuring final reconciliation and GxP-compliant destruction of clinical trial supplies as well as of remaining materials, bulk and intermediate products
- Managing and overseeing all tasks delegated in the context of clinical trial supplies to external suppliers like Contract Manufacturing Organizations, IRT suppliers, Clinical Research Organizations and depots
- Planning and monitoring budgets, required provisions, and management of clinical trial supplies

Furthermore, Ms. Aaltonen was actively involved in the following special assignments:

- Supporting and taking part in a Good Clinical Practice-relevant qualification audit of a new Clinical Research Organization as Subject Matter Expert from the Clinical Trial Supply department
- Liaising with a new supplier offering clinical trial supplies-related simulation and forecasting software to explore new and innovative solutions for randomization and Trial Supply Management by optimizing supply strategies

Ms. Aaltonen identified with her duties at all times, and consistently demonstrated excellent commitment and initiative, well beyond the usual levels. Her profound knowledge of her field was applied effectively and successfully, even in difficult situations. Ms. Aaltonen regularly took advantage of appropriate opportunities for further professional development, and used the knowledge acquired to benefit the company.



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A handwritten signature in blue ink, appearing to be 'S. Aaltonen'.

She approached work in a structured and methodical manner with the ability to set sensible priorities. Ms. Aaltonen has a firm grasp of matters and analytical skills, which allowed her to master new topics and complex matters. She demonstrated an outstanding comprehension of problems and had excellent ideas with which to develop both well-balanced and optimal solution strategies. She was extremely resilient and, even under great pressure to meet deadlines, was able to cope with heavy workloads and fulfil our high expectations. Ms. Aaltonen was self-reliant with a keen sense of responsibility, carrying out her duties with care and precision.

Her friendly and professional manner made Ms. Aaltonen a valued contact partner for our customers. She successfully applied her business fluency in English, as well as her sound German skills and her basic knowledge in Spanish, in her communications.


Ms. Aaltonen was very reliable and enjoyed our full confidence. Both in quality and quantity she consistently delivered valuable results and we were always very happy with her contributions.

She was highly valued by all her colleagues, and her open, friendly and helpful manner and team spirit made her a particular pleasure to work with. Ms. Aaltonen conducted herself in a loyal, cooperative and exemplary fashion. She was equally appreciated and valued by her superiors and our business partners.

Ms. Aaltonen is leaving the company of her own volition on December 31, 2020 to take on new professional challenges. We are sorry to lose her, and would like to take this opportunity to thank her for the valuable work she always delivered. We wish Ms. Aaltonen all the best in her future life and continued success in her career.

Aachen, December 31, 2020

Grünenthal GmbH



Robert MacNair
Dev Ops Lead
Research & Development



Sarah Schäfer
HR Manager
Global Human Resources