

# INTEGRATED QUALITY, ENVIRONMENT AND MAJOR ACCIDENT PREVENTION POLICY

## OUR VISION

To be an important and successful manufacturer of active pharmaceutical ingredients on a global scale.

To protect our employees, the environment, the residents and property in our neighbourhood from the negative impacts of our activities.

## OUR COMMITMENT

To follow ethical standards and fair trade principles, respect personal and labour rights.

To continuously focus on product quality and patient safety.

To reduce the environmental impacts of our activities, including the consumption of natural resources, by adopting measures to reduce energy and water consumption, waste production, wastewater discharges and air emissions.

To prevent environmental damage and improve its condition, objectively assess the environmental profile and openly discuss the approaches to the environment with relevant parties, in particular the employees, customers and the general public.

To prevent accidents by implementing effective preventive measures.

To strictly follow the safety program for the prevention of major accidents.

To ensure full compliance with legislative and other requirements, including the Responsible Care principles.

Based on the principle of continuous improvement, to maintain and develop our integrated management system in compliance with the principles of Good Manufacturing Practice and risk management.

To continuously improve already established processes, determine annual goals and target values based on the results of the previous year and current trends.

To train, motivate and raise the awareness of employees, suppliers and customers in order to ensure safety and health protection at work, fire protection, prevention of major accidents, environmental protection, and to ensure the quality of all our products.

## OUR VALUES

To continuously provide products in compliance with respective external and internal regulations and customer requirements with regard to product quality and patient safety.

Sustainability and responsibility not limited only towards the environment.

Control the environmental impacts of all our activities.

Respecting ethical principles related not only to medicinal products.

Ensuring occupational safety, protection of employees' health and product safety.

Qualified and creative employees able to work within teams and cooperate with our business partners. Employees aware of the importance of their work, fully responsible for their results and also aware of the consequences of their failure.

August 30, 2021



Ing. Jiří Žák  
Chief Executive Officer

