



## Integrated Policy of ÚJV Řež, a. s.

The management of ÚJV Řež, a. s. maintains and continuously improves the company's management system by integrating the requirements of ISO 9001, ISO 14001, ISO 45001, legislative requirements and resource management to meet the requirements and expectations of customers and stakeholders.

The management of ÚJV Řež, a. s. fully realizes and accepts the responsibility for ensuring safety and protection in accordance with the valid legislation of the Czech Republic and international obligations of the Czech Republic and for maintaining an effective integrated management system and pharmaceutical quality system in the production of medicines.

To fulfil this responsibility, the management of ÚJV Řež, a. s. undertakes to establish and develop adequate conditions and sufficient human and financial resources, and efficient management structures and controls.

We perceive safety as an integral part of all activities and Safety means to us a condition that risks diminished to an acceptable and reasonably achievable level.

To meet our customer and owner expectations and prove our efforts for the most environmentally friendly behaviour and occupational health and safety of our employees, and protect all of our assets, the company management has declared this Integrated Policy which shall henceforth be thoroughly enforced at all management levels and all activities of the company:

1. Improve the Company's position and image in the Czech and world markets by raising know-how, providing integral solutions and expanding the technical infrastructure.
2. Aim activities for further improvement of efficiency and quality of work and processes within the company, emphasizing the overall rationalization, economic efficiency and our best experience.
3. Be consistent with strategic goals of the Group when approving long-term business plans and subsequent company plans and pay good attention to resources of long-term development of the company and its stability, including infrastructure and efficiency improvement of the integrated management system.
4. For the purpose of long-term development, motivate employees to higher productivity and quality of work, ensure recruitment of young labour and provide conditions for their professional development. Lead employees to improve their knowledge and skills in continuous training and education and strengthen their responsibility for quality of their own work, environmental protection, occupational safety, and protection of all company assets.





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5. Permanently ensure the high quality of products and services in accordance with requirements of the generally applicable regulations of the Czech Republic and other specific requirements (e.g. customer) that the company has committed to through compliance with defined procedures for development and quality control of products / services. Regularly communicate with key customers to implement the partnership and customers-based approach and determine their satisfaction as well as become aware of their future needs and expectations while maintaining the high standard of information protection.
6. In terms of Safety, use a graded approach to compliance with the Czech legislation and customer requirements to prevent any breach of the Safety rules, or data/information leakage. Enforce the information safety requirements with respect to any documents processed and retained by the Company.
7. Apply essential rules in the Company to ensure confidentiality, integrity and availability of information within internal communication as well as communication with customers, partners and other external entities.
8. Strengthen an open approach and dialogue with employees, the public and other involved parties by accepting initiatives, and pursue pro-active application of elements to ensure Safety and commitment of all involved parties by responding to them properly, thus creating a suitable environment for continuous improvement of the safety situation of the Company.
9. Control the amount of pollutants released into the environment and pay permanent attention to prevention of pollution. Provide for gradual elimination of old environmental burdens.
10. Permanently search for possibilities to reduce energy consumption and raw materials. Decrease the amount of waste produced, sorting the waste and contribute to the further recovery of waste.
11. Preserve and protect the Company assets such as people, property, know-how, data/information and goodwill of the Company.
12. Manage risk to identify possible threats, weaknesses and vulnerability of the Safety system. Residual risk is accepted by the management and follow-up actions are taken (e.g. risk distribution, insurance, refurbishment plans).
13. Our contractors are required to comply with quality and Safety requirements.
14. Each employee is personally responsible for ensuring Safety and understands their contribution to Safety improvement.
15. Manage safety incidents as the basic preventive actions of the Safety system. All employees and third party users must identify and report safety related incidents. Resolve





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and identify the cause of any safety incident.

To endorse the implementation of the Integrated Policy, the Company management has committed to examine regularly suitability of the Policy and provide necessary resources and working conditions to accomplish the set targets. The Integrated Policy will be updated on a yearly basis by announcing the Company Goals for given year that will be evaluated at least every year. The principles of the Integrated Policy are further elaborated in the management documentation system.

The employees of the Company are expected to strictly follow the set targets and processes according to the management documentation, maintain the high quality of their own work and responsibility for it, and prevent errors by self-checking of processes and results of their work before delivery to internal or external customers. The company success also depends on responsible environmental behaviour and compliance with the OHS principles and information safety and protection rules as well as developing initiatives for permanent improvement of the Company and compliance with the corporate culture principles, including safety culture.

This Integrated Policy is revised to reflect changing conditions in the Company business environment, internal changes and external requirements.

Husinec-Řež on 1 January 2020

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