



Integrated Quality, Environment and Major Accident Prevention Policy

Our vision

To be a significant and successful manufacturer of pharmaceuticals on a global scale. Protect employees, the environment, people and property in the surrounding area from the negative consequences of its activities.

Seek new opportunities to strengthen the company's competitiveness.

Monitor changes and ensure business continuity.

Seek to reduce direct and indirect greenhouse gas emissions and contribute to climate change mitigation, taking into account the risks of the transition to decarbonisation and the risks due to the need to adapt to climate change.

Our values

Consistently provide products in compliance with relevant external and internal regulations and customer requirements with respect to product quality and patient safety.

Sustainability and environmental responsibility.

Control over the environmental impact of all its activities.

Respect for ethical principles relating not only to pharmaceuticals.

Ensuring occupational safety, employee health and product safety.

Qualified and creative employees who are capable of teamwork and collaboration with our business partners.

Employees know the importance of their work and take full responsibility for it, while being aware of the consequences of their failure.

Our commitment

Adhere to ethical standards, respect personal, labour rights and fair trade principles.

Develop the necessary organisational, personnel and financial resources to maintain and develop an integrated management system in accordance with the principles of Good Manufacturing Practice and a risk management approach.

Continuously focus on product quality.



Consistently comply with binding legislative and other obligations to protect the environment, emphasise the prevention of environmental pollution and minimise the impact of all activities on the environment and human health.

Conserve natural resources by progressively reducing the consumption of energy, water, raw materials and recycling waste.

Respect the principles of Responsible Care.

Improve the environmental condition, objectively assess the environmental profile and have an open dialogue with stakeholders, especially employees, customers and the public, about environmental behaviour.

Prevent accidents through effective preventive measures.

Continuously improve the processes in place, setting annual goals and targets based on the previous year's results and trends.

Educate, motivate and raise awareness among employees, suppliers and customers in relation to occupational health and safety, fire protection, prevention of major accidents, environmental protection and to ensure the quality of the products supplied.

Educate employees on energy savings, new technologies and their environmental impact, motivating them to use all their skills, knowledge and abilities for the benefit of the company.

To improve the effectiveness of the information security management system in a long-term and targeted manner.

To give preference in business relations to suppliers who respect the principles of ecology, safe work, ethical standards, labour law and provide products and services of the required quality.

Implement a long-term programme to remediate old environmental burdens from past activities as an acquirer.

10.05.2024

A handwritten signature in blue ink, appearing to read 'Ulrich', is written over a light blue circular graphic element on the right side of the page.

Ing. Miroslav Ulrich
General Director