

Annexes - Environmental Policy

2024

Climate resilience policy

This policy is part of the Antibiotice's Environmental Policy.

Climate change represents one of the greatest global challenges of the 21st century, with significant implications on the environment, economy and public health. Antibiotice aims to integrate the climate resilience principles into all aspects of the company's operations for minimizing the impact of climate change on its production processes, supply chain and its products. By implementing this climate resilience policy, the company aims to reduce the risks associated with climate change, protect the continuation of production activities and to actively contribute to combating their adverse effects. Antibiotice also commits to reducing carbon emissions by 46% from its own operations (Scope 1 and 2) by 2030 (reference year 2019) and carbon emissions for upstream transportation and distribution operations by 10% – Scope 3, by 2030 (reference year 2023).

To achieve these objectives, Antibiotice establishes the following guidelines:

- Conducting a detailed assessment of climate risks and vulnerabilities that could affect the company's operations, including risks related to extreme weather events and changes in the hydrological regime.
- Defining strategies and guidelines, respectively collaborating with stakeholders throughout the supply chain to reduce greenhouse gas emissions and adapt to climate change, in accordance with the relevant international framework.
- Adopting a plan to reduce CO₂ and other greenhouse gas emissions, aligned with international regulations. These measures will include optimizing energy consumption, implementing renewable energy technologies and energy efficiency.
- Implementing a climate performance monitoring system and reporting the results in a transparent manner. The company publishes an annual sustainability report, highlighting progress in achieving emission reduction goals and improving climate resilience.
- Collaborating with government authorities, non-governmental organizations, educational institutions, communities and other stakeholders to implement climate change adaptation initiatives and promote international environmental protection policies and standards.
- Continuous promoting and awareness-raising of employees, suppliers, business partners and other stakeholders on the importance of climate change adaptation;
- Regularly reporting and communicating progress made in achieving the climate resilience objectives through the Annual Sustainability Statement or other relevant forms of disclosure to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, rules, regulations, standards, this policy and other applicable directives regarding air quality in all the company's operations, including production, research and distribution.

Circular economy policy

This policy is part of the Antibiotice 's Environmental Policy.

Recognizing the importance of the transition to a circular economy in the pharmaceutical industry and its commitment to reducing its environmental impact, Antibiotice aims to implement sustainable practices that conserve natural resources, reduce waste generation, and maximize the value of the materials used in our processes. The circular economy policy supports the company's overall environmental objectives and contributes to the developing a responsible and sustainable value chain.

Through this policy, Antibiotice undertakes the objective of reducing the amount of waste disposed of through storage by 80% until 2030, compared to the 2019 reference level, and of supporting the conservation of natural resources through concrete reduction, reuse and recycling measures.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Adopting a production model that prioritizes optimal use of resources and prevention of waste, supporting a low-emission economy with reduced environmental impact.
- Integrating the life cycle analysis into the design and development stages of medicines, active substances and packaging, to minimize waste generation and improve the efficiency of manufacturing processes.
- Research and development of technologies and innovations that can be applied to extend the lifespan of products, equipment and infrastructure, with the aim of reducing environmental impact.
- Exploring investment and development opportunities in businesses and technologies that improve resource efficiency.
- Encouraging suppliers and partners to adopt circular economy practices, supporting the use of sustainable materials and promoting shared responsibility.
- Implementing a performance monitoring system that covers circular economy performance according to the recognized international standards.
- Collaborating with government authorities, non-governmental organizations, educational institutions, communities and other stakeholders to implement waste management initiatives.
- Continuous promotion and awareness-raising of employees, suppliers, business partners and other stakeholders on the importance of applying the principles of the circular economy.
- Regularly reporting and communicating progress in achieving waste management objectives through the Annual Sustainability Statement to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations, standards, this policy and other applicable directives on the circular economy, in all company operations, including production, research and distribution.

Water management policy

This policy is part of the Antibiotice 's Environmental Policy.

Recognizing the current seriousness of the scarcity and degradation of water resources worldwide, essential resources for all societies and natural systems, Antibiotice places responsible water management as an essential component of its core operations and value chain management. Our efforts are aligned with the United Nations Sustainable Development Goals (SDGs).

Antibiotice continues to improve the efficiency of water resource management along the entire value chain to mitigate the impact of water scarcity and promote more efficient use of this valuable resource. The company achieves this through integrated water resources management, using technologies that enable efficient water management in production processes. These efforts increase the resilience of the business and ensure equitable access to quality water resources for the communities around the company. Antibiotice also assesses water scarcity risk according to international standards to help assess water resource risks both within the company and for stakeholders. This approach helps the company plan the efficient water use, in line with our 2030 goal of reducing water intensity by 10% compared to the 2019 reference year.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Is committed to protecting water resources and efficiently managing water along the value chain (freshwater, surface water, groundwater, marine water) and minimizing the negative impact on natural water resources.
- Ensures that its business operations do not negatively impact the ability of communities in neighboring areas to access water resources necessary for use and consumption. In addition, the company will implement measures to improve access to water for these communities in a fair and equitable manner.
 - Analyzes and assesses the water-related risks, increasing the proportion of water reused and recycled both internally and externally, covering all the relevant stakeholders.
 - Develops, explores and evaluates technologies in water management to improve efficiency, minimize waste and increase the proportion of reused and recycled water.
 - Sets long-term goals for the efficient management of water resources.
 - Monitors and ensures water quality from all operations, as well as wastewater treatment before discharge it into the environment, complying with national legislation and standards.
 - Implements a performance monitoring system and reports results on water management according to recognized international standards.
 - Encourages the active collaboration with relevant stakeholders for the responsible use and conservation of water resources and ensures a prompt response to any concerns expressed.
 - Supports and collaborates with government agencies, NGOs, educational institutions, communities and other stakeholders to address national and global water-related issues.
 - Presents annually the water management performance and progress in achieving water conservation objectives through the Sustainability Statement or other relevant information to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations, standards, this policy and other applicable directives in water resources management, in all company operations, including production, research and distribution.

Policy on protecting the ecosystems and biodiversity

This policy is part of the Antibiotice 's Environmental Policy.

Antibiotice is dedicated not only to developing and producing quality pharmaceutical products, but also to protecting the environment and conserving biodiversity. Recognizing the crucial importance of healthy ecosystems for human well-being and long-term sustainability, the company is committed to integrating the principles of biodiversity protection into all its activities, from research and development to production and distribution. Our efforts are aligned with the United Nations Sustainable Development Goals (SDGs).

The company aims to implement responsible biodiversity management and reduce the impact of its activities on ecosystems, through integrated measures that contribute to maintaining an ecological balance in the areas where we operate.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Minimizing the impact of our activities on ecosystems and biodiversity by adopting best environmental practices and complying with relevant national and international legislation.
- Implementing strategies to reduce greenhouse gas emissions, manage waste efficiently and use natural resources responsibly.
- Promoting the rational use of water, energy and materials in our production processes, reducing the risks of depletion of natural resources.
- Investing in research and development to create pharmaceutical products and manufacturing processes that have minimal impact on biodiversity and environment in general.
- Implementing a performance monitoring system that covers performance regarding the protection of ecosystems and biodiversity according to recognized international standards.
- Collaborating with government authorities, non-governmental organizations, educational institutions, communities and other stakeholders to implement initiatives to protect ecosystems and biodiversity.
- Continuously promoting and awareness-raising of employees, suppliers, business partners and other stakeholders on the importance of applying the principles of ecosystem and biodiversity protection.
- Periodic reporting and communication of progress in achieving objectives related to the protection of ecosystems and biodiversity through the Annual Sustainability Statement to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations and this policy in all company operations, including production, research and distribution.

Waste management policy

This policy is part of the Antibiotice 's Environmental Policy.

Recognizing the importance of managing waste resulting from our activities and those of upstream suppliers, to downstream medicine distribution, Antibiotice has developed a waste management approach and framework that covers our entire value chain. We focus on reducing waste at source, maximizing the efficiency of resource use, increasing recycling rates, and encouraging business partners and customers to adopt waste management practices to drive positive environmental change and improve environmental quality, along with sustainable business operations. For that purpose, by 2030, Antibiotice has set a goal to reduce by 80% the amount of waste disposed of through landfilling, originating from operations, compared to the level in the reference year 2019.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Implementing waste management measures that cover all categories of waste, whether they come from our internal activities or from operations across the value chain.
- Assessing and identifying the waste management risks to minimize the potential negative impact.
 - Adopting the 3R (Reduce-Reuse-Recycle) concept to improve waste management.
 - Reducing waste generation at source, increasing the recycling index.
 - Adopting innovative technologies for waste streams to recover materials that can be re-used, to reduce the environmental impact of waste within our operations and value chain.
 - Implementing a performance monitoring system covering both hazardous and non-hazardous waste, and reporting circular economy performance according to internationally recognized standards.
 - Collaborating with the government authorities, non-governmental organizations, educational institutions, communities and other stakeholders to implement waste management initiatives.
 - Continuously promoting and awareness-raising of employees, suppliers, business partners and other stakeholders on the importance of responsible waste management.
 - Regularly reporting and communicating progress towards achieving waste management objectives through the Annual Sustainability Statement or other relevant forms of disclosure to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations, standards, this policy and other applicable directives on waste management in all the company operations, including production, research and distribution.

Air Quality Management Policy

This policy is part of the Antibiotice 's Environmental Policy.

Antibiotice recognizes the significant impact of air quality on health, environment and manufacturing processes. In the context of increasingly strict regulations regarding industrial emissions and environmental protection, compliance with legal requirements and international air quality standards becomes a priority for our company. The company is committed to implementing rigorous measures to streamline air quality management in all its units, as well as in its relationships with suppliers and customers. Antibiotice aims to protect and improve air quality in line with the Sustainable Development Goals.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Assessing air pollution risks and monitoring air quality in accordance with current legislation, in order to develop and implement appropriate measures to prevent air pollution.
- Implementing a continuous air quality monitoring system in production, storage and office areas to identify any exceedance of legal limits and to take immediate corrective measures.
- Developing the manufacturing processes and applying technology to reduce air pollution.
- Minimizing the use of hazardous volatile substances and treating volatile organic compounds (VOC) emissions according to applicable regulations, before they are released into the atmosphere, taking into account the risks associated with the chemicals used.
- Improving combustion efficiency and carrying out periodic inspections for the maintenance of equipment, vehicles and machinery to ensure their proper functioning.
- Implementing a performance monitoring system and reporting the results regarding air quality management according to recognized international standards.
- Collaborating with the government authorities, non-governmental organizations, educational institutions, communities and other stakeholders to implement air quality management initiatives.
- Continuous promoting and awareness-raising of employees, suppliers, business partners and other stakeholders regarding the importance of responsible air quality management.
- Regularly reporting and communicating progress in achieving air quality management objectives through the Annual Sustainability Statement or other relevant forms of disclosure to stakeholders.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations, standards, this policy and other applicable directives on air quality in all the company operations, including production, research and distribution.

Policy on the management of hazardous substances and chemicals

This policy is part of the Antibiotice 's Environmental Policy.

Antibiotice is aware of the significant impact of hazardous substances and chemicals on human health, environment, employee safety and the community in which it operates. The company aims to adopt a responsible approach to their management, ensuring that international regulations are met and promoting sustainable solutions. The goal is to reduce and eliminate the negative impact of chemicals, minimizing financial damage and health impacts. In addition, Antibiotice is committed to mitigating short and long-term effects on the environment by implementing practices that comply with regulations and standards in force.

To achieve these objectives, Antibiotice establishes the following guidelines:

- Continuously identifying and assessing the risks associated with the use of hazardous chemicals and replacing them with safer alternatives when possible.
- Implementing rigorous internal programs for chemical management, including monitoring, inventorying, and complying with safety standards.
- Promoting research and development of innovative solutions for reducing the impact of chemicals
- Working closely with suppliers and business partners to ensure transparency and compliance with hazardous substance regulations.
- Collaborating with government authorities, non-governmental organizations, educational institutions, communities and other stakeholders for developing sustainable solutions for chemicals management.
- Continuous promoting and awareness-raising of employees, suppliers, business partners and other stakeholders on the importance of applying sustainable principles regarding the management of hazardous substances.
- Periodically reporting and communicating to stakeholders the progress in achieving objectives on the management of hazardous substances and chemicals through the Annual Sustainability Statement.

Top management, employees, suppliers and business partners of Antibiotice are required to comply with legislation, norms, regulations and this policy in all the company operations, including production, research and distribution.

Position on the environmental impact of pharmaceuticals

This position was adopted to support the implementation of the Antibiotice's Environmental Policy. The impact of medicines on the environment (Pharmaceuticals in the Environment - PIE) represents a global environmental and public health challenge. Although medicines can enter the environment through several pathways: natural excretion during patient use, improper disposal of unused medicines, or discharges from the manufacturing process, the largest overall contributor to PIE is patient use.

Commitments and Objectives

Antibiotice recognizes the critical importance of protecting the environment and the impact that pharmaceuticals can have on global ecosystems. In this context, the company reaffirms its commitment to proactively and responsibly address this challenge by integrating sustainable practices into all aspects of its operations.

Medicine Impact Assessment

In Antibiotice, medicines are subject to risk assessments from the development stage, according to global standards and applicable regulations, such as those of the European Medicines Agency (EMA). These assessments establish safe concentrations for the environment, using tools such as Predicted No-Effect Concentrations (PNEC) and Environmental Risk Assessments (ERA).

Production waste

Antibiotice supports science and research-based programs as well as the implementation of programs to minimize the environmental risk generated by production discharges, such as reducing antibiotic residue discharges to minimize selection pressure on resistant microorganisms.

Through its own treatment plant, all wastewater on the company's site is pre-treated before being discharged into the public sewer network. This way, we ensure strict monitoring and control of wastewater discharges from the company, in compliance with environmental standards and the adoption of internal programs that establish clear quality criteria for wastewater.

Green chemistry principles are applied in the company to reduce consumption of resources, such as energy and water, and to reduce production-generated waste.

Responsible Disposal of Medicines

Since 2023, Antibiotice initiated a campaign to collect unused and expired medicines, targeting its own employees, this project targeting also the communities in the future.

Furthermore, the company supports and develops awareness and information campaigns for employees and the general public, through mass media or social networks, in order to properly use, store and dispose of unused or expired medicines.

Education and Awareness

Antibiotice supports global education efforts by organizing actions and conferences to inform the public and professionals in the field about the responsible use of medicines (e.g. the social responsibility program Antibiotics of the Third Millennium).

Antibiotice promotes the dialogue with stakeholders to reduce the unjustified use of medicines, thus contributing to reducing the excretion of pharmaceutical substances into the environment.

Stakeholder collaboration

A small portion of the company's production is carried out by external suppliers who share our commitment to ethics and integrity. The company has adopted the Pharmaceutical Supply Chain Initiative (PSCI) and applies the AMR Industry Alliance principles, promoting common standards of responsible manufacturing, and encourages its external partners to do the same.

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