PHARMING

PHARMING VÝROBNÍ, a.s.

INTEGRATED MANAGEMENT SYSTEM POLICY



Quality Management System – ISO 9001

Environmental Management System (implemented in accordance with ISO 14001 principles)

Upon approval, this Integrated Management System Policy becomes effective and fully supersedes the previously valid Quality Policy of PHARMING VÝROBNÍ, a.s.

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DOCUMENT TYPE: Integrated Management System Policy	**APPROVED BY:** Ing. Václav Klomínek, Chairman of the Board of Directors
DOCUMENT NUMBER: PO-IMS	**DOCUMENT STATUS:** Controlled Document, For internal use only
VERSION: 0.0 **ISSUE:** 3.0	**DISTRIBUTION:** Controlled Copy
DATE OF ISSUE: 01.04.2026	**CONFIDENTIALITY:** This document is confidential and must not be disclosed to third parties without written authorization.

QUALITY We deliver reliable and quality products.

ENVIRONMENT We act responsibly and protect the environment.

PEOPLE We develop our employees and build partnerships.

Together for a better future.

Integrated Management System Policy

The business and manufacturing activities of **PHARMING VÝROBNÍ, a.s.** are guided by the following objectives:

- To maintain high standards of quality, sustainability, and environmentally responsible manufacturing.
- To continually improve the quality of processes and products.
- To enhance customer satisfaction through reliable delivery performance, product quality, and effective communication.
- To strengthen the confidence of customers, business partners, and the public.
- To promote employee satisfaction by providing appropriate working conditions and social support.
- To increase the proportion of certified products.
- To minimize adverse environmental impacts through pollution prevention, reduced consumption of natural resources, and increased recycling.
- To ensure that products and packaging solutions comply with recyclability and sustainability requirements in accordance with applicable legislation, including the Packaging and Packaging Waste Regulation (PPWR).
- To achieve and maintain a strong competitive position within the printing industry.

To achieve these objectives, the Company is committed to:

- Maintaining and continually improving the Integrated Management System in accordance with the requirements of ISO 9001:2015 and applying the principles of environmental management in line with ISO 14001:2015.
- Systematically managing environmental aspects and identifying, assessing, and addressing risks and opportunities related to quality and environmental performance.
- Actively involving employees in the continual improvement of processes and increasing environmental awareness through training and effective communication.
- Managing human resources with an emphasis on equal treatment, a safe working environment, professional development, and ethical conduct.
- Complying with applicable legal and other requirements and systematically monitoring legislative developments relating to environmental protection, packaging legislation, human rights, and occupational health and safety.
- Reducing the environmental impacts of the Company's activities through pollution prevention, waste minimization, increased recycling, and the efficient use of energy and natural resources.
- Establishing, monitoring, and regularly evaluating measurable environmental key performance indicators (KPIs), particularly those related to energy consumption, waste generation, and recycling rates per unit of production.
- Applying the principles of the circular economy by promoting material recycling, the reuse of resources, and the systematic consideration of recyclability and packaging design in accordance with Design for Recycling principles.
- Managing the supply chain with due consideration for environmental and ethical criteria and promoting responsible procurement practices.
- Ensuring the protection of information, data, production systems, and information systems against unauthorized access, loss, or misuse in accordance with the principles of cybersecurity and information security.
- Conducting business ethically while ensuring the integrity, availability, and confidentiality of customer information, data, and business information.
- Complying with the PHARMING VÝROBNÍ, a.s. Code of Conduct.

The Company's management recognizes its responsibility for the effectiveness of the Integrated Management System and is committed to its continual improvement through internal audits, management reviews, and the implementation of improvement action plans.
This Policy is documented, communicated to all employees and relevant interested parties, and is regularly reviewed and updated to ensure its continuing suitability, adequacy, and effectiveness. The Company's commitment to the application of circular economy principles forms an integral part of this Policy.

Prepared by: Valentina Nožičková

Signature:

Approved by: Ing. Václav Klomínek

Signature:

