

Policy regarding Quality, Environment, Health and Safety at work

We want to improve people's lives by making high quality products. Responsibility towards people is a priority, in any decision we will make.

Quality, value, dedication to consumers, maintaining obligations to employees, shareholders, suppliers, distributors, community, are the directions that Antibiotice S.A. is oriented towards.

Only in this way will our partners prosper with us.

With over 65 years of experience in the Romanian pharmaceutical industry, Antibiotice S.A. is a manufacturer of generic drugs, the only manufacturer of solid parenteral products and the only manufacturer of Nystatin - an active substance obtained through a biosynthesis process.

At the company level, we have implemented and continuously improved a customer-oriented quality management system that complies with the requirements of the Good Manufacturing Practice Rules and other guidelines applicable to the pharmaceutical industry.

In order:

- continuous performance improvement, through strict control of the impact of all activities carried out within the company
- providing the best quality products and services, in accordance with the requirements specified in the standards, specified/unspecified customer requirements, regulatory requirements, in the context of sustainable development, without affecting the safety and health of employees as well as the environment;
- continuous increase in customer satisfaction,

we implemented, controlled and improved an integrated management system for quality, environment and safety and health at work, also complying with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.

Through the analysis carried out by management, internal audit, communication and staff training, as well as through the application of corrective and preventive actions, the collaboration of teams from the activities involved in the analysis of causes and solving problems, we are committed to:

- the continuity and consolidation of the business by creating and providing competitive, quality, safe and effective services and products, which continuously satisfy the customers' requirements;

- continuous improvement of the effectiveness of the integrated management system in order to satisfy customers, prevent pollution and act in the spirit of reducing the impact

its impact on the environment, occupational injuries and illnesses and reducing the level of risks regarding health and safety at work;

- compliance with legal, regulatory and other specific applicable requirements to which the company subscribes;
- identifying risks and opportunities to guarantee business continuity and growth,
- continuous adaptation of the system, communication and understanding by all interested parties (Board of Directors, union, staff, suppliers and customers) of the company's policy;
- promoting a constructive attitude regarding transparency and dialogue with relevant stakeholders
- the concern regarding the integration of climate change aspects into the business strategy, as well as those regarding the efficient use of energy and the continuous improvement of this process, in order to conserve natural resources
- encouraging partners, suppliers and contractors, to adopt responsible policies regarding health and safety at work, energy and environmental protection
- improving the financial performance of the company by reducing the costs associated with non-quality (costs of repairs, reprocessing, complaints/withdrawals);
- regularly evaluating and complying with the policy, constantly improving its performance, by complying with the requirements of legal or other regulations related to aspects related to product quality, the environment, safety and health at work.

In order to ensure the operation of the integrated management system, performance-based objectives are established, resulting not only from specialized (technical) excellence, but primarily from policy implementation. The objectives are monitored, measured and evaluated periodically by the top management. In addition, all company employees are trained and made aware of the methods of the management system and the necessary resources are provided to ensure that these methods are effective.

21.11.2022

CEO,

Ec. Ioan Nani