

# Waste management policy

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2024

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 reused, 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.

Antibiotice **at**

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