

At ADL Biopharma, S.L.U., a company dedicated to the manufacture by fermentation of food additives and cosmetics for third parties, as well as to the manufacture of Active Pharmaceutical Ingredients (APIs), we are committed to the application of an effective and appropriate Integrated Management System that fully satisfies the demands and needs of our internal and external customers. This Integrated Management System consists of: Occupational Health and Safety, including the prevention of Serious Accidents, Environmental and Energy Management, and Quality, including the culture of Food Safety and GMP (Good Manufacturing Practices) principles for pharmaceutical products.

In line with this purpose, ADL Biopharma, S.L.U. adopts the following commitments:

- Ensure that all ADL staff are committed to compliance with all applicable legal, customer, voluntary and stakeholder requirements and those of the Standards: UNE-EN ISO 14001:2015, UNE-EN ISO 50001:2018, UNE-EN ISO 45001:2018, UNE-EN ISO 22000: 2018, Food Codex, Halal requirements, Kosher EUGMP requirements: Good Manufacturing Standards, CFR 21 Part. 210 and Part. 211.
- Maintain process integrity, minimise risks and promote continuous improvement and integration of the company's management systems in all aspects of Food Safety and Quality, Occupational Health and Safety, Environment and Energy Performance.
- To report and investigate incidents that may occur, identifying and applying the necessary measures to avoid their repetition, taking into account their technical and economic feasibility, and to implement the necessary measures to achieve rapid and effective action to control emergencies that may arise, minimising the consequences and damage.
- Correct Non-Conformities when they occur, as well as establish corrective and/or preventive actions to prevent their recurrence.
- To integrate at all levels of the organisation and in all activities the principles related to Health and Safety at **Work**, the Environment, Energy Efficiency and the Quality and Food Safety of our processes, and therefore of our products, actively involving the entire organisational structure, through the hierarchical line, facilitating mechanisms for the participation and consultation of people within the company.
- To satisfy customers by providing products and services that meet all their expectations and those of the company with the ultimate goal of benefiting the end users.
- Ensure the availability of the technical, human and material means necessary to achieve the objectives and targets set in accordance with the requirements of the applicable standards, the requirements of the client and all interested parties.

- To provide adequate information, training and continuous training in the different matters applicable to this Integrated Management System, promoting the necessary awareness-raising actions to reinforce the culture of individual and collective responsibility, including the personnel of our contractors, suppliers and customers.
- To implement strategies and initiatives that encourage and promote a preventive culture of respect for the health and safety of all, the environment, energy efficiency, quality and food safety.
- To ensure a safe working environment by means of an exhaustive and continuous assessment of the risks of activities, installations, equipment and processes, establishing plans and procedures to eliminate or control risks, both in their conception and implementation and in the eventual modifications that may be made.
- Prevent pollution by controlling the impact of our activities and products on the environment, implementing the necessary measures to reduce adverse environmental impacts, promoting the use of clean technologies, the sustainable and rational use of resources, the mitigation and adaptation to climate change and the protection of biodiversity and ecosystems.
- Support the procurement of energy efficient products and services to improve energy performance and engage our suppliers to continuously reduce the impact of their activities.
- Commitment to the Food Safety Culture, with an impact on its objectives, training, good handling practices, suggestions from personnel, as well as in its monitoring for the improvement of processes and products.
- To be informed about relevant scientific and technical developments, as well as good practice guidelines applicable to the industry, for the production and performance of food safety and quality, occupational health and safety, environment and energy efficiency aspects.
- Communicate the Policy effectively within the organisation and ensure that it is understood and applied, involving, training and holding all people in the organisation accountable for respecting, sharing and applying these principles, as well as stakeholders who request it.

This Integrated Management System policy is public, and will be reviewed by the Management of ADL Biopharma S.L.U. periodically to ensure its adaptation to the reality of the company at all times.

In León, 27<sup>th</sup> October 2022

Signed: Ignacio Urbelz