

MODERN SLAVERY POLICY



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ALKALOID
SKOPJE

Health above all

Pursuant to Article 119 of the Statute of ALKALOID AD Skopje, upon the proposal of the Supervisory Board of ALKALOID AD Skopje, and in accordance with Articles 203 and 204 of the Statute, the Management Board of ALKALOID AD Skopje, at the session held on 26 April 2024, adopted the following

MODERN SLAVERY POLICY¹

Introduction

Modern slavery is both a criminal act and a violation of fundamental human rights. It manifests in various forms, including forced labour, debt bondage, human trafficking, forced labour by prisoners, and other forms of labour exploitation, all of which involve one person depriving another of their liberty for personal or commercial gain.

In accordance with this Policy, forced labour, as a form of modern slavery, includes any work or service coerced upon an individual under threat of punishment and without their voluntary consent.

Forced labour is not limited to situations where the worker was coerced by violence or intimidation. It also includes more subtle means of control, such as deception, debt manipulation, withholding of wages or identity documents, threats of reporting to authorities, or exploiting vulnerabilities resulting from power imbalance between the parties.

This Policy is based on domestic legislation and fundamental conventions of the International Labour Organization (ILO): The Forced Labour Convention of 1930 (No. 29) and the Abolition of Forced Labour Convention of 1957 (No. 105).

This Policy applies to all individuals working for us or on our behalf, in any capacity, including employees at all levels, managers, hires, suppliers, volunteers and interns.

Policy goals

Our primary goal and imperative within our operations is to ensure that all our employees and business associates understand our zero tolerance for modern slavery and human trafficking and to strictly prohibit any form of forced labour.

ALKALOID firmly opposes any form of modern slavery and human trafficking, including forced and child labour, forced labour by prisoners, as well as any form of discrimination. Upholding human rights is not only an ethical obligation, but also a fundamental value and essential prerequisite for any collaboration in which we engage.

We are committed to disseminating our principles regarding the prohibition of modern slavery and forced labour outlined in this Policy to our suppliers, thereby ensuring that they are observed and adhered to in their business operations.

Our approach

At ALKALOID AD Skopje (hereinafter referred to as ALKALOID), we are committed to conducting our business dealings and relationships with ethical standards and integrity, and to combatting modern slavery within our operations.

At ALKALOID, we guarantee that all our employees work for us voluntarily and that they are not hired through coercion or intimidation.

Furthermore, our employees can voluntarily terminate their employment relationship by submitting a written request for termination of the employment relationship within a specified timeframe stipulated in their employment contract.

Reporting mechanisms

ALKALOID encourages its employees and all concerned individuals to report any questions about the application of this Policy or any known violations to:

1. Their line manager;
2. The second line management;
3. The AlkaSpeakUp platform, available on ALKALOID's website (www.alkaloid.com.mk), which allows anonymous reporting;
4. The Corporate Compliance Officer (complianceofficer@alkaloid.com.mk or phone number +38972918245).

The procedure for addressing violations of this Policy's principles is conducted according to pre-established rules and upon an investigation by the competent bodies at the company. Any confirmed violations of this Policy's principles shall be sanctioned by ALKALOID in accordance with the Code of Ethics and Business Conduct and the relevant company internal acts.

ALKALOID strongly advocates and upholds the principle of non-retribution and non-retaliation, as provided by the Code of Ethics and Business Conduct and other internal acts. Namely, anyone who reports a policy violation will not face any negative consequences regarding their employment status or other guaranteed rights and privileges as long as they reported the violation in good faith.

Policy application

This Policy applies to all capitally related companies of ALKALOID, both domestically and internationally.

¹ This version of the Modern slavery Policy of ALKALOID AD Skopje is formatted and designed to inform the public about it. The official version of the Policy is kept at the Company headquarters.

ALKALOID AD Skopje

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