

INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY OF ALKALOID

The Integrated Management System Policy of Alkaloid holds functional significance within the overall policy, strategy, organizational context, corporate culture and goals of Alkaloid in accordance with the local and international legislative requirements and standards, cGxP, and the ISO 9001, ISO 14001, ISO 13485, ISO 45001, ISO 50001, HACCP, FSSC 22000, IFS Food, ISO 22716, and IFS HPC standards (where applicable).

Global responsibilities in the area of the Integrated Management System (IMS) and the commitment to fulfilling applicable requirements are founded on the basic principles of the Policy:

- Ⓐ Compliance with the requirements, information, and satisfaction of our customers and employees through adequate communication during the development, production, control, storage, sales, and distribution of quality, efficient, and safe products and services; environmental protection; energy management; adherence to ethical standards and sustainability principles, as well as through commitment to occupational health and safety by ensuring safe and healthy working conditions - making the Alkaloid trademark a symbol of high safety levels.
- Ⓐ Setting a strategy and goals, as well as maintaining a culture of quality, environmental protection, occupational health and safety, and energy management by determining, securing, and reviewing necessary resources.
- Ⓐ The clear vision, leadership, and dedication of top management to IMS are demonstrated through the implementation of a process-based approach in operations, decision-making based on analyses to achieve goals, mitigation and elimination of hazards in risk management, ensuring business continuity, establishing partnership relations with suppliers and participants in supply and distribution chains, informing, consulting and engaging workers and their representatives - all with the goal of satisfying customers, business partners, employees, and shareholders, as well as improving the IMS of Alkaloid.
- Ⓐ The IMS Policy and the pursuit of continuous improvement and commitment to compliance with applicable legal and other requirements cultivates greater awareness and social responsibility within the company.
- Ⓐ Constant inspiration and drive to protect and preserve the most precious gift of nature - HEALTH ABOVE ALL.

Skopje, March 19th, 2025

Chief Executive Officer
Zhivko Mukaetov

