

# WASTE MANAGEMENT POLICY

This policy defines the approach for waste management in Alkaloid, applying the principles of Waste Management Law, the guidelines from the Waste Framework Directive 2008/98/EC and Sustainable Development of the United Nations.

This policy applies to all activities and to all products and processes within the Integrated Management System of Alkaloid regulated by cGxP, CE and Alkaloid's implemented standards. Alkaloid's commitment to waste management is to undertake, where practical, activities in a best sustainable manner.

Alkaloid is committed to:

- Ⓐ Avoiding & reducing waste;
- Ⓐ Reusing & recycling waste;
- Ⓐ Use waste management practices that protect the environment and community;
- Ⓐ Incorporating best practice for risk assessment and workplace safety and health in waste management;
- Ⓐ Fostering an organizational culture that promotes waste management and resource recovery best practice;
- Ⓐ Engaging stakeholders and encouraging waste management behaviour;
- Ⓐ Developing and maintaining environmental frameworks and reporting that promotes data integrity, enables transparent communication & continuous improvement.

Alkaloid demonstrates its commitment to its Waste management principles by ensuring the following:

- Ⓐ Sets and publicly reports waste efficiency targets;
- Ⓐ Provides site specific waste management program;
- Ⓐ Promotes adoption of best practice waste management plan for all new changes in process, raw material, equipment and premises;
- Ⓐ Develops best practice waste reporting per asset;
- Ⓐ Properly identify, monitor and manage risks;
- Ⓐ By ensuring that it develops procurement practices that comply with Alkaloid's sustainability objectives;
- Ⓐ Provides targeted training and education to staff and stakeholders;
- Ⓐ Engages with stakeholders to encourage best practice waste management behaviour;
- Ⓐ Implementation and continuous improvement of an environmental management system.

Skopje, February 14<sup>th</sup>, 2023

Chief Executive Officer  
Zhivko Mukaetov



**ALKALOID**  
SKOPJE