INTEGRATED QUALITY,

SAFETY AND ENVIRONMENTAL POLICY

At Lebsa we have been manufacturing active ingredients for the pharmaceutical industry for over 69 years. The Management expresses its full commitment for Quality, Safety and Environment with the implementation of an integrated management system (IMS) based on <u>ISO 9001 standards and the GMP ICH Q7 guide, ISO 45001 and ISO 14001.</u>

The Management delegates the responsibility of maintaining the system in force, as well as being informed about the revision of the said one. Consequently, the correct measures can be taken and may assume the following commitments as part of the global strategic management:

- The main objective of this system is **continuous improvement**, in all areas of work of the Company, to provide products that meet the legal and regulatory requirements and the specific requirements of its customers. This is achieved by always putting first the safety of the patient and worker and enhancing the effectiveness and efficiency of the integrated system.
- Increase customer satisfaction through effective system improvement, including processes for continuous improvement of the system and ensuring compliance with customer requirements, applicable laws and regulations.
- With the **integrated system**, it is intended for greater efficiency in the operation of the Company. All the personnel, each at their workplace and under their own responsibility, have to contribute according to the agreed **objectives**, to a continuous improvement of the quality.
- The management model based on leadership and commitment in the IMS, sets some objectives, which will be assessed and reviewed periodically, provides adequate training for staff and updates the Quality Manual with the modifications it deems appropriate to achieve the set objectives.
- To achieve broad levels of protection, equally for our own personnel and for our external collaborators and the natural environment, through the analysis and determination of actions aimed at **eliminating hazards and reducing risks**.
- To rationalize the consumption of energy and material resources, promoting the reuse, recycling and **management of waste** or materials, directing it to the circular economy. In addition, as far as possible, avoid or limit the use of aggressive products, emissions and spillages.
- To adopt this Policy and make it known to the staff, as well as **to facilitate its dissemination** to the interested parties.
- To facilitate the **consultation and participation** of the employees through the necessary communication channels, so that, with their involvement, they contribute to the achievement of the objectives set by the company, with the management systems adopted.
- Integrate quality, environment and safety at work in Lebsa's strategic management.

Your Partner in API's Manufacturing

Sergi Collazos GENERAL MANAGER Barcelona, December 2020