

INTEGRATED MANAGEMENT SYSTEM POLICY

Phytopharm Klęka Spółka Akcyjna

VISION

We are the leader in the category of natural origin products as well as a global contract manufacturer.

To achieve our Vision we:

- Create a need for natural products and promote eco- friendly living,
- Offer our clients and consumers high-quality products of natural origin which meet their expectations,
- Develop products and marketing concepts based on expert knowledge, years of experience and innovative solutions,
- Use modern technology,
- Build credibility by respecting nature in the processes of acquiring raw materials and manufacturing our products,
- Build an organisational culture based on mutual respect and partnership which attracts and retains dedicated employees.

MISSION

Phytopharm Klęka S.A.
Inspired by nature. Powered by science.

For decades, we have successfully combined knowledge of the healing power of nature with the potential offered by science and modern technology.

We extract from plants and provide everything that is best for human health, creating natural health-promoting products. All of this in one facility. From cultivation, through harvesting, to formulation and production.

Healthy. Natural. Modern.

Based on the above, and also taking into account the strategic goals of the company, Phytopharm Klęka S.A. adopts the **Policy** that includes the following objectives:

1. Continuous improvement in terms of quality, legality, authenticity and efficiency,
2. Meeting customer needs and fulfilling them,
3. Building a culture of quality and safety of products at every stage of the manufacturing process,
4. Promoting strategies for sustainable development and ethical actions,
5. Undertaking pro-environmental measures aimed at reducing energy consumption, reducing waste generation and limiting the pollution of water, air and soil.

Furthermore, Phytopharm Klęka S.A. declares the implementation of the adopted **Policy** through:

1. Organisation and provision of resources necessary to meet product quality requirements and to build a culture of product safety, with respect for the natural resources of the environment by the Senior Management,
2. Implementation, improvement and maintenance of the effectiveness of an integrated management system in accordance with the requirements of Good Manufacturing Practice, Good Distribution Practice, ISO 22000, ISO 14001 standards, the IFS standard and in compliance with applicable legal requirements throughout the organisation,
3. Technical and investment preparation of manufacturing areas, planning of materials procurement processes and optimal utilisation of production resources, manufacturing safe and high-quality products throughout the organisation,
4. Focusing on the Customer, verifying their needs and expectations, and striving for their maximum satisfaction throughout the entire organisation,
5. Supervising the company's financial resources and ensuring that the personnel responsible for quality and safety across the organisation possess the requisite competencies in the form of education and experience,
6. Identifying hazards and raising employees' awareness of occupational health and safety by regularly enhancing their qualifications and providing the resources necessary to perform their duties in a safe environment.

Klęka, on 26 February 2024

Arkadiusz Szymurski

Michał Wika

Wojciech Skrobański

Member of the Management Board

Member of the Management Board

Member of the Management Board