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create **great** things.



Konstantynow Lodzki, on 10.01.2024.

## Integrated Environmental, Occupational Health and Safety and Energy Management System Policy

in accordance with ISO standards 14001:2015, 45001:2018, 50001:2018

An integrated management system has been implemented at Mabion S.A. in the area of core and ancillary processes comprising the provision of Contract Development and Manufacturing Organization ("CDMO") services for the development, transfer and optimization of processes, analytics and manufacturing of biological drugs and vaccines, as well as product characterization, batch release, sterile bottling, packaging and serialization, logistics services and regulatory consulting.

In its day-to-day operations, the Company makes every effort to ensure that the best practices and solutions are applied within the scope of the Integrated Management System Policy in force, in the areas of environmental protection, occupational health and safety and energy. The basic assumption of the Company during the implementation of the main and auxiliary processes, is to raise the awareness of all employees in terms of the systems in force, which translates into effective implementation of the issues of the adopted Policy. Realization of the assumptions is possible through continuous planning and achievement of the set goals, monitoring of processes and educational activities.

### The Company pledges to take measures to:

- > Top Management's assurance of safe and healthy working conditions;
- > Top Management's involvement in promoting the integrated management system;
- > continuous improvement in the areas of environmental protection, occupational health and safety, and energy efficiency improvement;
- > elimination of hazards and reduction of risks;
- > prevention of injuries and health ailments;
- > environmental protection and pollution prevention;
- > environmental protection activities and other activities, raising awareness in the areas of environmental protection, occupational health and safety, efficient energy management, and the impact of activities on biodiversity conservation;
- > water resources management, minimizing water consumption for technological and domestic purposes;
- > emissions management and monitoring the organization's carbon footprint;
- > climate change risk prevention and opportunity management;
- > effective waste management;
- > improving energy outcome;
- > compliance with the requirements of PN-ISO 45001:2018-06, PN-EN ISO 14001:2015-09, PN-EN ISO 50001:2018-09, legal and other requirements, in the area of environmental protection, occupational health and safety, energy use and consumption, with which the Company is obliged to comply;
- > consultation and participation of employees in the construction of an effectively operating system;
- > availability of information and resources necessary to achieve goals and accomplish tasks;
- > incorporation of environmental, occupational health and safety and energy efficiency improvements into investment processes and purchasing plans;
- > monitoring processes related to environmental protection, energy use and work safety in the form of the ESG indicators chosen.