

QUALITY, HEALTH, AND SAFETY AND ENVIRONMENTAL POLICY

Swixx Biopharma Company is committed to distributing “world-class” medicines, dietary supplements and medical devices that contribute to the health and well-being of global community. Products distributed by Swixx Biopharma meet the highest standards for quality, safety and efficiency.

We are committed to successful collaboration with all our stakeholders to ensure their expectations and needs.

We are committed to providing training to all our employees in their relevant and required areas, to increase their efficiency and competence, to meet or exceed the requirements and expectations of our customers and partners.

Health, safety, security and environmental protection are integral part of our quality strategy. Swixx recognizes that effective Health, Safety, Security and Environment management has a positive impact on the organization, and we treat it as essential part of our business.

At Swixx, the Quality policy is part of our engagement to conducting our business and carry out our activities in a responsible way. All employees are conscious of their roles and responsibilities in preventing accidents and incidents, avoiding health risks, and preventing environmental damage.

Our objective is to deploy specific prevention management systems focused on workplace health, safety, and environmental protection.

We also strive to ensure the protection of visitors and service providers at our premises and any members of the public who may be affected by what we do.

As one of the priorities for us is Road Safety. As a part of our commercial activities, many of our employees, especially the sales force, drive every day and they are exposed to the certain risk on the road. The Management aims at the cultivation of a high road safety culture, to ensure the well-being of our employees. All members of the Management are supposed to be role models of road safety behavior as well as of HSSE culture in general.

The Management commits to providing all employees with the relevant health and safety information and training to enable them to perform their job safely and be able to contribute to the implementation and improvement of the highest standards.

We also deployed strong Supply Chain Security requirements in our warehouses and encourage our 3PL's, distributors and contractors to do the same. This is regularly reviewed as part of approval and assessment criteria.

Through the Supply Chain Security requirements, we are taking important measures to protect patient health against various malicious acts related to all products in our portfolio. We are responsible to ensure maximum safety and security of products in our supply chain through the identification of main threats and vulnerabilities, and for the definition of policies and procedures to mitigate risks including notably storage, transportation, and distribution.

To preserve the environment, Swixx is vigilant about preserving natural resources and lessening its residual impact via the reduction of CO₂, NO_x and other air pollutants emissions produced by cars, while performing our commercial activities. There is a Car policy in place which is regularly updated, to ensure progress in this area. Our company commitment is to limit fuel consumption and purchase cars with acceptable CO₂ emissions. Considering that, company vehicles used for business purposes must consider fuel efficiency. Car selection is a key aspect to reduce our carbon footprint together with eco-driving techniques aiming to improve fuel efficiency.

In addition, we continually strive to minimize waste in all our operations. In practice, this applies, mainly to our warehouses, but also ensuring that Swixx's numerous offices are in environmentally friendly and well-insulated buildings that are energy efficient and they responsibly managing waste.

While Swixx does not have its own production facilities or research and development, we prioritize collaboration with suppliers who employ green processes, foster conservation and reduce waste throughout their manufacturing and logistic process. Many of our partners made a public commitment to reduce their environmental impact.

Swixx is committed to organize and manage these in compliance with relevant local legislation, industry recognized guidelines and best practices of management system.

Having defined the company's responsibilities and objectives, it is also important to recognize that all employees have a statutory obligation and responsibility to co-operate in the maintenance of health and safe working conditions.

This Policy applies to all business activities and premises of Swixx operations. Compliance with this Policy is a legal duty. I require everyone's co-operation and enthusiasm in meeting the requirements.

We are committed to comply with the requirements of ISO 9001:2015, GxP, compliance regulations, codes standards and legal requirements.

Swixx Biopharma Company will continuously improve its processes and always deliver products and services of reliable quality, with an aim to be one of the leading pharmaceutical companies in countries in which Swixx operates.

Date: 15.03.2023.

Approved by: Jean Michel Lespinasse, CEO
Petr Pipal, CFO