

PROGRAM

for sustainable development of “Antibiotic” Group*

Summary

The **2030 Agenda for Sustainable Development (the Agenda)** and its **17 Sustainable Development Goals (SDGs)** adopted by the UN General Assembly in 2015 constitute a roadmap and a global framework for international cooperation on sustainable development and its economic, social, environmental and governance dimensions.

Sustainable development is development that meets the needs of the present generation without compromising the ability of future generations to meet their own needs. Building a society based on democracy and the rule of law, ambitious social and health standards, a well-developed market economy guaranteeing social security, sound fiscal policies and investment in research and innovation ensure proper use of resources, high prosperity and well-being of people.

Antibiotic Group (***Antibiotic***) strives to modernize its activities by investing in qualifications, innovations and new technologies, helping to transition to a sustainable development path, for a safe environment, social responsibility and increasing the well-being of its employees.

Scope of the Program for sustainable development

The Program for sustainable development of ***Antibiotic*** includes principles, goals and initiatives related to the United Nations (UN) Global Compact, the Universal Declaration of Human Rights, UN conventions, as well as the core standards of the International Labor Organization and the guidelines of the Organization for Economic Cooperation and Development (OECD) and is in full compliance with legal and regulatory requirements of national, European and international legislation.

Principles

The Program for sustainable development of Antibiotic is based on the **Ten Principles of the UN Global Compact**, which call on companies to adopt, support and implement within their sphere of influence a set of values divided into four main categories:

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“Balkanpharma – Razgrad” AD – subsidiary

❖ **Human rights:**

Principle 1. Respect and support for the protection of human rights.

Principle 2. Guarantee of non-engagement with acts that violate human rights.

❖ **Labour standards:**

Principle 3. Acceptance of freedom of association and effective recognition of the right to collective bargaining.

Principle 4. Elimination of all forms of forced and compulsory labour.

Principle 5. Effective elimination of child labour.

Principle 6. Eradication of discrimination in relation to the right to work and occupation.

❖ **Environment:**

Principle 7. Support for preventive approaches in environmental protection.

Principle 8. Taking initiatives that encourage greater environmental responsibility.

Principle 9. Promoting the development and dissemination of environmentally friendly technologies.

❖ **Anti-corruption:**

Principle 10. Support for anti-corruption initiatives and transparency policies.

Objectives

The main objectives of Antibiotic Program for sustainable development are in **3 priority areas**.

1. Labour and social commitment

- guaranteeing the human and social rights of workers;
- non-admission of discrimination in personnel selection, determining wages, working hours and holidays;
- legal formation of the employment relationship specifying the nature of the activity;
- guaranteeing labour rights regarding working hours and fair wages;
- providing safe and healthy working conditions;
- maintaining a work environment in which harassment, discrimination, human trafficking, forced and child labour are not tolerated;
- prevention and health care for employees and their families;
- guaranteed freedom of association,
- preventing physical or psychological violence in the workplace;
- maternity protection;
- providing opportunities for qualification improvement;
- objective assessment of the performance of activities according to job description and development prospects;

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- supporting initiatives for the benefit of educational institutions, the local community and society as a whole.

2. Environment

- compliance with all applicable regulatory and other requirements related to environmental protection
- managing the risks of environmental impact of activities;
- making changes to product design or components, processes, or manufacturing equipment to make more efficient use of resources;
- waste management, including recommendations for prevention, on-site reuse of materials (if applicable), recycling, and disposal;
- promoting and facilitating the use of sustainable transport for daily commuting, business trips and other trips related to administrative and business activities;
- regular monitoring of activity indicators for their environmental impact;
- expanding energy infrastructure and using modern technologies to deliver sustainable energy services;
- applying strict criteria for environmental friendliness and energy efficiency in relation to the building stock and infrastructure projects;
- creating corporate company rules for the use of environmentally friendly technologies.

3. Anti-corruption and business ethics

- ensuring professional, honest and respectful relationships with government authorities, contractors, clients, employees, citizens and others;
- transparency and openness in company management;
- maintaining best practices in the fight against bribery and anti-corruption measures;
- compliance and adherence to all applicable laws and regulations;
- reducing the risk of abuse and damaging the reputation of the companies in the group, its employees, partners and customers.

Sustainable development is an integral part of the overall organizational and business strategy of **Antibiotic**.

The senior management of **Antibiotic** is responsible for the creation, maintenance and implementation of procedures and initiatives under the **Program**.

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The program is adopted by Protocol of 27.10.2022 from a meeting of the Board of Directors of “Antibiotic – Razgrad” AD.