

# **Sustainable Procurement Policy**

## **Cayman Pharma s.r.o.**

### **1. Purpose**

The purpose of this policy is to ensure that all procurement activities are conducted in line with sustainability, ethical, environmental, and responsible business principles, taking into account the specific requirements of the pharmaceutical industry.

### **2. Scope**

This policy applies to all employees involved in procurement, all suppliers and partners, and all procurement categories including raw materials, packaging, instruments and services.

### **3. Core Principles**

Suppliers must comply with all applicable laws and regulations, act with integrity, and avoid corruption. They must respect human rights, prohibit child and forced labour, ensure safe working conditions, and prevent discrimination.

### **4. Environmental Requirements**

Suppliers must minimize resource consumption, reduce emissions, manage waste responsibly, and ensure proper handling of chemicals to prevent environmental contamination.

### **5. Social and Economic Responsibility**

Preference will be given to suppliers supporting local economies, fair trade practices, and sustainable innovation.

### **6. Supplier Evaluation**

Suppliers are evaluated based on ESG criteria, certifications (e.g., ISO 14001), transparency, and ethical standards, in addition to cost and quality.

### **7. Continuous Improvement**

The company promotes collaboration with suppliers to improve sustainability performance and reduce environmental impact.

### **8. Responsibilities**

Procurement ensures implementation, QA ensures monitoring, Management supports the policy.

### **9. Breach of Policy**

Violations may result in corrective actions, suspension, or termination of business relationships.

### **10. Validity and Review**

This policy is effective upon approval and reviewed periodically.

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**Company targets:**

- Train whole procurement team in sustainable procurement activities
- Implement sustainable criteria for supplier selection in the company workflow
- Achieve compliance of at least 65 % raw materials supplies with business partner code of conduct