

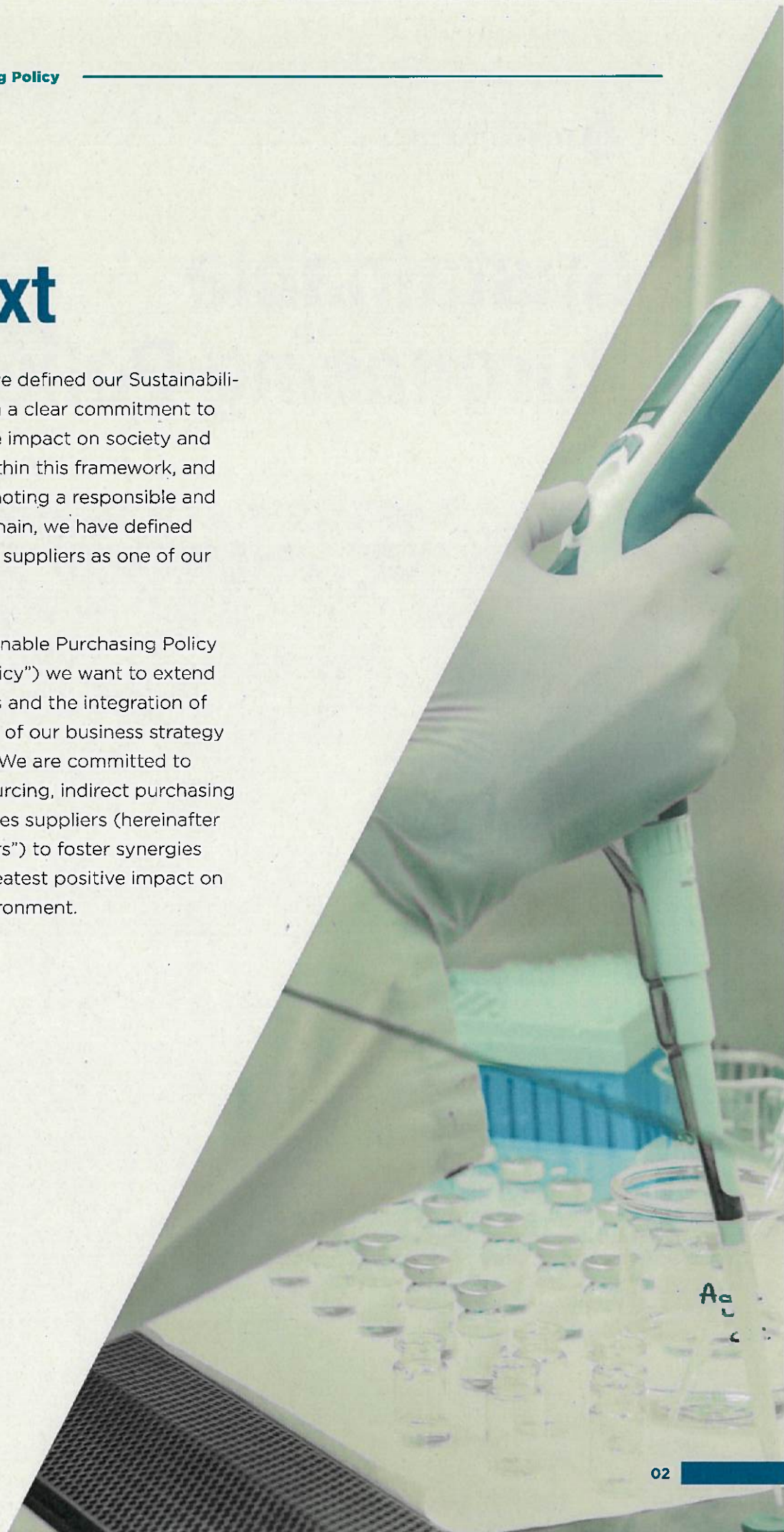
Sustainable Purchasing Policy



Context

At Medichem we have defined our Sustainability Strategy based on a clear commitment to generating a positive impact on society and the environment. Within this framework, and with the aim of promoting a responsible and sustainable supply chain, we have defined sustainability for our suppliers as one of our main objectives.

Thus, with the Sustainable Purchasing Policy (hereinafter, the "Policy") we want to extend our principles, values and the integration of sustainability as part of our business strategy to our supply chain. We are committed to working with our sourcing, indirect purchasing and corporate services suppliers (hereinafter collectively, "suppliers") to foster synergies and generate the greatest positive impact on society and the environment.



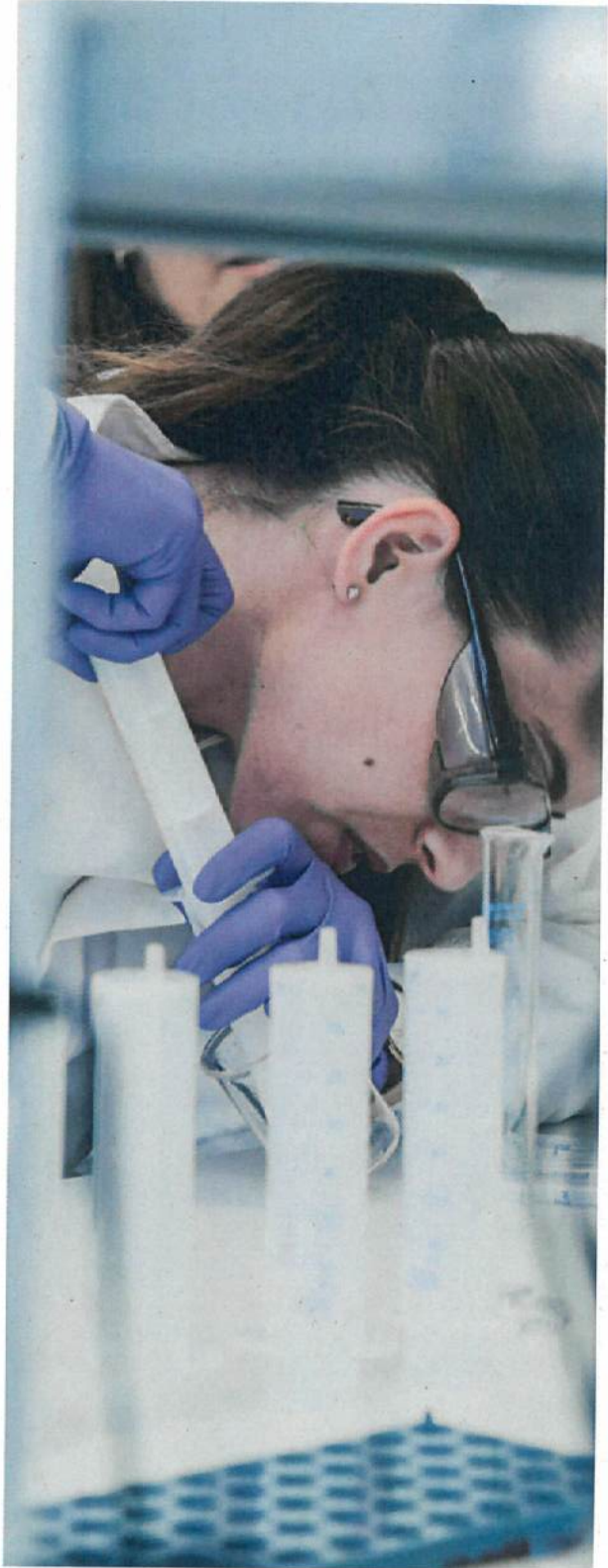
Objective and scope

This Policy aims to establish a framework of action for Medichem and its suppliers, to create stable and long-lasting, responsible and sustainable relationships, guaranteeing at all times the highest quality of our products.

To this end, Medichem endeavors to:

- Maintain a comprehensive, ethical, and responsible purchasing process, incorporating environmental, social and governance aspects into the process of acquiring goods and services, in order to mitigate and, whenever possible, avoid, possible adverse impacts of an environmental, social and economic nature associated with the acquisition of products and services; and
- Operate as a sustainable and responsible company.

With this Policy we want to extend our ethical and sustainability principles to our entire supply chain, accompanying our suppliers in their sustainable development.



Our commitments



Ensure supply

We have the responsibility of guaranteeing a continuous flow of our active ingredients and medicines to our customers. To do this, we must have the raw materials and services necessary in our production, as well as having the corresponding means to deliver our products to our customers.



Quality

All suppliers whose products or services have an impact on the quality of the products we manufacture must go through an approval process and undergo periodic reviews of their quality system so that we can guarantee that they comply with our internal procedures and the regulations that are applicable. Likewise, to the extent that regulatory and/or technical requirements allow, we will foster purchases from suppliers that have better performance in terms of sustainability.



Environmental protection

It is our goal to ensure responsible sourcing of materials and reduce the carbon footprint generated throughout our supply and distribution chain. We prioritize the hiring of third parties that provide proposals that involve improvements in energy efficiency and that have defined decarbonization objectives. We favor sustainable logistics and encourage the acquisition of certain environmentally preferable purchases, such as O or ECO label corporate vehicles, office supplies and renewable energy.



Work environment

Our suppliers must comply with the human and labor rights that apply to them. We promote a culture of respect both internally and throughout the supply chain, promoting equality, diversity, inclusion and non-discrimination.



Ethics

We ensure that the principles of ethics and integrity, transparency and traceability, equal opportunities, and free competition, as well as independence and objectivity in decision-making, are respected, as described in our Third-Party Code of Ethics.



Local sourcing

We encourage, whenever possible, the acquisition of products and services from local suppliers to generate a positive social and environmental impact in the communities where we operate.



Continuous improvement

We make appropriate channels available to our suppliers to facilitate dialogue and communication, promoting collaborative innovation through alliances on ethics and sustainability, encouraging this commitment to be transferred to the supply chains of our suppliers.



Due diligence in purchasing processes

To ensure that suppliers commit correctly and effectively to the commitments established in this Policy, we use different management and evaluation tools that allow us to prevent, identify and, where appropriate, mitigate associated risks and negative impacts. These are: (i) supplier approval system; (ii) supplier classification tools (among others, EcoVadis); (iii) contractual clauses; (iv) audits; (v) on-site visits; and (vi) measurement of the degree of implementation and compliance through indicators (KPIs).

In the event that, through these tools any non-compliance or the need to implement improvement actions by our suppliers is identified, Medichem will determine, based on the principle of due diligence and depending on the criticality of the situation, the corresponding actions for the continuity of the business relationship with the supplier. Medichem may apply the necessary corrective measures in these cases, which may range from a warning, the definition of an improvement plan and its monitoring, or the termination of the commercial relationship.



Area of application

This Policy will apply to all companies of the Medichem Group and is mandatory for all workers who make up the Group. The people responsible for the Medichem Group, its different departments and teams must ensure compliance and correct application.

Likewise, Medichem will promote among its suppliers, partners and other collaborators the adoption of the principles of action detailed in this Policy and, to the extent possible, will establish commercial relationships with those who demonstrate that they are aligned with Medichem's objectives in this matter.



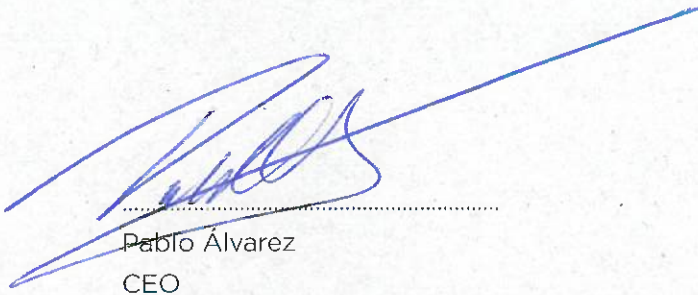
Governance model

The Purchasing Department is responsible for the implementation of this Policy and will ensure compliance in all areas of supply, purchasing and corporate services.

Medichem is committed to reporting annually in its Sustainability Report on the impact of this Policy, in order to provide greater transparency to the purchasing process and show progress towards more responsible and sustainable sourcing and purchasing practices.

This Policy will come into effect from June 4, 2024 and will be subject to continuous review and improvement, especially when business circumstances require it.

Signed by:



Pablo Álvarez
CEO

