

At **Delorbis Pharmaceuticals Ltd**, we are committed to providing a safe and healthy working environment for all our employees, contractors, and visitors. Our dedication to health and safety is integral to our business operations and is aligned with the ISO 45001 standard for occupational health and safety management systems. We recognize that a safe and healthy work environment is fundamental to our success and to the well-being of our community.

Core Commitments:

- **Safe Working Conditions:** We ensure that all working conditions, including wages, benefits, and working hours, support the health, safety, and well-being of our employees. We maintain open and two-way communication with our employees regarding their working conditions and continuously seek to improve them.
- **Labor Relations:** We are committed to maintaining structured and positive relations with employee representatives. We believe in the power of dialogue and collaboration to address workplace issues and enhance health and safety standards.
- **Career Management:** Delorbis Pharmaceuticals supports the professional growth and development of our employees through effective recruitment, training, and career development programs. We are committed to providing opportunities that foster skill development and career advancement, contributing to our overall health and safety culture.
- **Child and Forced Labor:** We strictly prohibit child and forced labor in all our operations and supply chain. We take active measures to prevent or eradicate any form of child or forced labor and comply with all applicable laws and international standards.
- **Diversity, Equity, and Inclusion:** We are dedicated to promoting diversity, equity, and inclusion within our workforce. We recognize the value of diverse perspectives and are committed to creating an inclusive environment where all employees feel valued, respected, and supported.
- **External Stakeholder Human Rights:** Delorbis Pharmaceuticals respects the human rights of our external stakeholders, including local communities, suppliers, and customers. We are committed to conducting our business in a manner that promotes and protects human rights.
- **Health and Safety Management:** We implement a proactive approach to health and safety management, identifying and mitigating risks to prevent workplace injuries and illnesses. Our health and safety programs are designed to ensure compliance with legal and other requirements, promote worker participation, and foster a culture of continuous improvement.

To achieve our commitments, we establish measurable objectives and monitoring indicators covering all aspects of occupational health and safety, evaluated during regular management reviews. Our Occupational Health and Safety Policy is documented, maintained, and regularly reviewed, and it is effectively communicated to all employees and stakeholders.

**Mr. Vakis Frangos**

*Joint Managing Director
(Brand)*

**Dr. Panayiotis Miltiadou**

*Joint Managing Director
(Manufacturing)*