

SUSTAINABILITY POLICY

Sofia Med is committed to meet the needs of society by delivering products and solutions in a reliable, inclusive and sustainable manner, and in doing so, creating shared value for all stakeholders.

Sofia Med commits to operate in a way that creates progress towards the UN Sustainable Development Goals. Through this commitment, Sofia Med seeks to help preserve the environmental, social and economic assets that are fundamental for society and crucial to our long-term value creation. Sofia Med builds on the contribution and development of its employees and fully integrate sustainability in its strategy, business plans, operations, aiming to maximise its positive effect by engaging with all business partners.

Sofia Med provides solutions and knowledge to the customers and business partners, supporting them to reach their sustainability ambitions directly and indirectly via industry initiatives to improve their sustainability performance. Sofia Med commits to meet society's current and future needs by seeking to provide low-carbon, circular and safe products with production operations that respect their employees, social partners and the environment.

Sofia Med commits to comply with all applicable laws and regulations and to work against corruption and bribery in all their forms. Sofia Med has zero tolerance for bribery, fraud, unfair competition and other types of inappropriate business behaviour. Sofia Med pledges to uphold sound business practices in its organisation and to promote such practices amongst its business partners.

Sofia Med commits to take action to combat climate change, as well as preserving natural resources that the company relies on, promote recycling and circular economy to create more sustainable consumption and production, while at the same time seeking to maximize the utilization of secondary raw materials.

Sofia Med continuously strives to identify opportunities, risks, and sectors of improvement in the entire value chain from different perspectives, climate change, circular economy, resource management, and respect for the environment and biodiversity.

Sofia Med commit to safeguarding labour and human rights, promoting safe working conditions, mental health and well-being, and providing its employees learning and development opportunities in their line of work.

Sofia Med commits to treating all people with respect, continuing working against discrimination and harassment in all its forms, and to being an inclusive organization, which respects individual characteristics such as gender, age, sexual orientation, nationality, religious and political beliefs. Sofia Med strives to develop its employees to their fullest and to attract new talent in order to create a diverse and inclusive workforce with the right competencies.

Sustainability and particularly environmental, social and governance issues, have many challenges, risks and opportunities in constant development. Sofia Med committed to report on sustainability policies, targets, achieved progress, and also engages with all stakeholders across the value chain to better comprehend how they can continuously improve their sustainability performance by contributing to a more sustainable world.

Accountability and responsibility to act in a socially responsible and sustainable manner is everyone's responsibility at Sofia Med. Responsibility for the implementation of this policy lies with the most senior executive responsible for Sofia Med.

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Dr. Ioannis Papadimitriou
General Manager