

## **MOTTO**

*The art of pure pharmacy*

## **MISSION**

*The mission of the Company is meeting the customer expectations for high quality, effective, safe and affordable pharmaceutical products in both domestic and international markets, assurance of environmentally friendly pharmaceutical manufacture, and building up a good reputation of a socially-oriented European company.*

## **VISION**

*Our Company is a company of European: standards, individual style, work organization, and site improvement. It complies with international standards, produces consistent quality products, cares about the environment and the safety of the personnel and interested parties.*

## **VALUE SYSTEM**

- *quality, efficacy and safety of Company's products;*
- *quality of leadership in management;*
- *quality of providing pharmaceutical products at affordable prices;*
- *quality in all the scopes of activity: research, production, marketing, commercial, financial, economic and social;*
- *quality is the image of the Company and its greatest value to cherish!*
- *quality in relations with customers: “The manufacturer and its customers are one team, and reliable partners”;*
- *quality towards the personnel: people, their lives and health, dignity, privacy and safety, human rights and freedoms are supreme values;*
- *quality towards the environment: environment protection is the key to our health;*
- *quality of occupational safety and health: minimizing occupational hazards is the key to the safety of the employees and interested parties;*
- *quality in management and performance of activities in the field of energy management: rational use of energy resources is our responsibility to future generations;*
- *quality in the implementation of new thinking;*
- *quality in communication standards and business excellence.*

## **POLICY**

PJSC SIC “Borshchahivskiy Chemical-Pharmaceutical Plant” holds a leading position among the pharmaceutical producers in Ukraine and is actively developing international markets. The Company’s Development Strategy is directed towards attaining European standards by applying state-of-the-art technology and the best practice to strengthen its positions in the domestic and international markets.

The cornerstone of the Company’s Policy is our commitment to high quality, safety and efficacy of the products, to meeting the customer expectations, environmental protection, occupational safety and health, social accountability, and energy efficiency. The Company’s Policy and Strategy take into account interests of all interested parties and are available to them.

The Top Management of PJSC SIC “Borshchahivskiy CPP” commits themselves to the following:

- ***maintaining steady growth in business performance of the Company;***
- ***commitment to quality, safety and efficacy of products:***
  - *manufacture of innovative, highly effective and safe products;*
  - *organization of manufacture and sales of products in accordance with GMP, GDP requirements and HACCP principles;*
  - *ensuring the quality at all stages of a product lifecycle, monitoring of safety and efficiency, and minimizing risks during the research and use of products;*
  - *maximum satisfaction of customer needs in high quality, effective and safe products affordable for all levels of the population;*
- ***commitment to environmental safety:***
  - *prevention and reduction of negative industry impact, wherever possible:*
    - *protection of atmospheric air against pollution by dangerous substances;*
    - *reduction of pollutants in wastewater;*
    - *environmentally safe waste management;*
  - *consideration of the interests of all parties concerned with environmental safety of the Company;*
  - *sustainable use of natural resources;*
- ***commitment to occupational health and safety:***
  - *assurance that working conditions comply with the current occupational health and safety requirements;*
  - *providing the personnel with high-performance personal and collective protective equipment to prevent workplace injuries and occupational diseases;*
  - *reduction of occupational health and safety risks;*



▪ ***commitment to social accountability:***

- *the Company does not engage in or support the use of forced or compulsory labour and/or child labour, as well as discrimination based on gender, age, national origin, religion and other criteria;*
- *the Company does not allow either mental or physical coercion, or inappropriate behaviour;*
- *the Company ensures that wages are paid and working hours are established in compliance with applicable laws;*
- *the Company respects the rights of the employees to freedom of association and collective bargaining;*
- *the Company respects and protects lawful rights of the Company's personnel and universal human values;*

▪ ***commitment to energy management and energy efficiency:***

- *increasing energy efficiency by implementing energy saving measures;*
- *efficient use of fuel and energy resources;*
- *public availability of significant information about energy-saving activities;*
- *procuring energy-efficient equipment and services;*
- *using the best available energy-efficient technologies to ensure effective use and saving of fuel and energy resources, raw materials and other materials*
- *ensuring that employees are interested in efficient use and saving fuel and energy resources;*

- ***compliance with the legislative requirements, standards, and other requirements the Company has undertaken to meet;***
- ***assurance of providing adequate training for and of professional development of the Company's employees;***
- ***supply of necessary resources to ensure proper functioning of the processes in every scope of activity and their sustainable use;***
- ***establishment of close partnership relations;***
- ***production of new original products;***
- ***improvement of the existing technologies in all the fields of activity;***
- ***social decisions;***
- ***development of new product markets;***
- ***non-involvement in and prevention of any form of corruption in all the spheres of the activities;***

▪ ***continuous improvement of the Integrated Pharmaceutical Quality System.***

In order to meet its engagements the Company has implemented the Integrated Pharmaceutical Quality System.

PJSC SIC “Borshchahivskiy CPP” proclaims its commitment to the principles of the Universal Declaration of Human Rights, the United Nations Convention on the Rights of the Child, the United Nations Convention to Eliminate All Forms of Discrimination Against Women, Conventions and Recommendations of the International Labour Organization.

The top management of the Company pledges to extensively support all activities, ideas, and proposals of the Company’s employees, which aim at developing, improving and strengthening the integrated pharmaceutical quality system.

The employees of the Company form a close-knit team. We do our best to fully satisfy all interested parties and fulfil our mission.

***Director General***



***Yevhen MANDZIUK***