

# CORPORATE SUSTAINABILITY POLICY

**POLICY APPROVED BY THE BOARD OF DIRECTORS**

**POLICY OWNER:** COMPLIANCE DEPARTMENT MANAGER

**POLICY EFFECTIVE DATE:** 2 JANUARY 2025

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## 1. Introduction & Philosophy

Interthai Pharmaceutical Manufacturing Limited (“Interthai”) is dedicated to operating responsibly while delivering high-quality pharmaceutical manufacturing services. We pursue a balanced approach that integrates economic performance, social responsibility, and environmental stewardship while striving for continuous improvement and excellence in sustainability.

## 2. Environmental Responsibility

We are committed to reducing our environmental footprint by:

- 2.1 Climate Change Action and Renewable Energy
  - Reducing greenhouse gas emissions to mitigate climate change.
  - Increasing energy efficiency and increasing the use of renewable energy sources.
- 2.2 Waste Management & Circular Economy
  - Minimizing waste through waste segregation, recycling, and reuse programs.
  - Striving to achieve zero waste to landfill from our operations.
- 2.3 Water Conservation
  - Reducing water consumption in manufacturing through process optimization and wastewater recycling.
  - Ensuring compliance with water discharge regulations to prevent contamination.
- 2.4 Air Pollution
  - Minimizing emissions of harmful air pollutants from our operation with best practice.
- 2.5 Resource Efficiency
  - Managing material and chemical consumption responsibly by maximizing efficiency in the use of raw materials and chemicals.
- 2.6 Sustainable Packaging
  - Supporting clients in their transition to more sustainable packaging by offering flexible manufacturing solutions and technical collaboration.
  - Encouraging the use of recyclable, biodegradable, or reusable packaging materials where feasible.
- 2.7 Environment management system
  - Managing the environmental quality and biodiversity according to the legal requirements and specified regulations.

## 3. Social Responsibility and Human Rights

We prioritize the health & safety, human right and labor practice through:

- 3.1 Health and Safety
  - Robust occupational health and safety management systems.
  - Ensuring safe working conditions for physical and mental well-being.

### 3.2 Working Conditions

- Providing all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits.

### 3.3 Labor Relations

- Structured and respectful engagement with employee representatives.
- Protection of employee rights and interests.

### 3.4 Career Management

- Supporting employees' career development by providing adequate training.

### 3.5 Child and Forced Labor

- Zero tolerance for child and forced labor.
- Stringent due diligence and proactive measures.

### 3.6 Diversity, Equity & Inclusion

- Promoting a corporate culture that fosters diversity, equity & inclusion, non-discrimination, respectful treatment.

### 3.7 Living wage

- Ensuring all employees earn a living wage.

## **4. Ethical Governance & Compliance**

We uphold the highest ethical standards in pharmaceutical contract manufacturing by:

### 4.1 Business Ethics

- Conducting business ethically without corruption, bribery or any type of fraudulent Business Practice e.g. Conflict of interest, Fraud, Money laundering.

### 4.2 Regulatory Compliance

- Ensuring full transparency in quality control, audits, and regulatory reporting.
- Adhering to PIC/S GMP regulations.

### 4.3 Responsible Sourcing

- Sourcing raw materials from ethical and sustainable suppliers.
- Prioritizing suppliers that comply with environmental and labor standards.

## **5. Implementation, Monitoring, and Continuous Improvement**

To ensure the effectiveness of our sustainability policy, we will:

### 5.1 Collaborative Partnerships

- Work closely with multinational pharmaceutical partners to align our practices with their ESG expectations and sustainability targets.

### 5.2 Training and Capacity Building

- Provide ongoing education and training programs to ensure that all employees understand and can implement our sustainability policies effectively.

### 5.3 Performance Monitoring

- Establish and regularly review key performance indicators (KPIs) to track progress across all sustainability dimensions.

### 5.4 Continuous Improvement

- Conduct periodic gap analyses and benchmark against industry best practices to drive ongoing enhancements in our ESG performance.
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