

Manufacturing and Supply Chain Policy
(Corporate Transparency Project)



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APPROVALS

<i>DEPARTMENTS</i>	<i>Approval Date</i>
Finanzas Corporativas	18.10.21

CHANGE CONTROL

<i>Person(s) Responsible</i>	<i>Changes</i>	<i>Version Change and Date</i>

OBJECTIVE

Establish the guidelines so that GRUPO FARMA's manufacturing management system and demand, procure and supply of goods and services are fair, equitable, transparent, competitive and profitable while always maintaining ethical and legal compliance. Furthermore our system must provide an efficient and profitable supply of goods and services to the internal and external clients of GRUPO FARMA.

SCOPE

This policy applies to all elements, entities and processes, both internal and external, that are involved in the manufacturing management and the supply chain for GRUPO FARMA in all countries where it has operations.

WHO DOES IT PERTAIN TO

To all GRUPO FARMA's business partners, both suppliers of goods and services. Also pertains to those responsible for manufacturing management whether in their own or third party centers. To all of those who supply goods and services for GRUPO FARMA in all countries where it has operations.

GENERAL CONCERNS

The manufacturing and supply chain of GRUPO FARMA are key business components so both GRUPO FARMA and all its subsidiaries along with its suppliers of goods and services must understand and comply with the following matters:

1. The current standards of Good Manufacturing Practices, Good Laboratory Practices, Good Storage Practices and other similar requirements to manufacturing, analyzing and storing GRUPO FARMA's product.
2. Environmental health and safety laws and regulations : All permits, licenses and documentation required must be up to date and in place. Operational audit reports must be conducted as required, as well restrictions must be followed that are imposed by the appropriate institutions.
3. Do not use forced labor, peonage and/or unlawful contracts. No one should support, promote, or participate in the practice of slavery or human trafficking.
4. Child labor is not allowed, except in cases that are priorly analyzed and authorized by the laws and regulations enforced.

5. The rights of employees, with accordance with local laws, are free to associate, to join or to not join unions or worker councils and seek representation.
6. Employee compensation must be in accordance with local wage laws, including minimum wages, overtime, and mandatory benefits. Working hours must comply with local labor laws.
7. The requirements outlined in this policy by allocating adequate resources which include the training of employees both internal and those of third parties are the expectations established in this policy.
8. The commitment to The Ten Principles of The UN Global Compact in order to protect human rights and the environment which guarantee safe and adequate working conditions and ethical business practices free from corruption.

POLICY

GRUPO FARMA, to ensure that its products i.e. medicine, supplements, food, natural products and cosmetics are manufactured with goods, services and production processes in accordance with current requirements, Good Manufacturing Practices (GMP) and quality designed for this purpose, commits to:

- Continuously working to improve operations.
- Ensuring that all its employees and business partners comply with industry standards and promote similar principles throughout their supply chain.
- Performing ongoing audits and monitoring to validate the application of the highest standards in the supply chain.
- Ethically conducting business while complying with the law at all times. The company expects no less from business allies it does business with.
- Comply with the laws, regulations and any contract with third parties.

This Policy is supported by the following GRUPO FARMA Policies:

1. POL-TC205 Product Safety, Quality and Performance.
2. POL-TC501 Health and Environment Protection.
3. POL-TC400 No Retaliation.
4. POL-TC401 Equal Employment Opportunity.

5. POL-TC402 Discrimination and Harassment.
6. POL-TC 200 Anti-Bribery and Anti-Corruption.
7. POL-TC204 Competition Laws.
8. POL-TC307 International Commercial Law.
9. POL-TC304 Conflict of Interest.
10. POL-TC302 Privacy Policy.
11. POL-TC300 Patent, Trademark and Copyright.

GRUPO FARMA expects its suppliers to adhere to this Manufacturing and Supply Policy which provides basic guidance for doing business with GRUPO FARMA and supports its efforts to participate and promote better health for the communities of the countries where it operates.

GLOSSARY

United Nations Global Compact : The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.