



## POLICY OF INTEGRATED RESPONSIBLE PRODUCT MANAGEMENT

The Policy of Integrated Responsible Product Management of MEDPHOS, is part of the company's culture for sustainable and ethical entrepreneurship, which includes all activities aimed at minimizing the impact of products on health, safety, environment and society within the whole product life cycle.

The Policy of Integrated Responsible Product Management of MEDPHOS, ensures that fertilizers, their raw materials, their additives and intermediates are processed, manufactured, handled, stored, distributed and used in a proper and responsible way with respect for health, occupational and public safety and environment.

In order to significantly contribute to the creation of a safer, cleaner and more sustainable environment for human and planet, the Management of MEDPHOS, is committed to:

- ❖ **handle the environmental and social impacts of its products** - by a systematic assessment of any potential risks to health, safety, environment and society within the product life cycle and by acting in time, so as to prevent or diminish the potential impacts,
- ❖ **actively promote, continuously improve and act**, according to the fundamental values of the Standards of the Integrated Responsible Product Management, including all applicable legal requirements,
- ❖ **develop innovative products and processes** – by investing in research and development, through the design of innovative and safer products, thus reducing their environmental footprint and also seeking ways to reduce the consumption of water and energy and the production of waste,
- ❖ **improve the performance of the staff**, by investing in dialogue, education, development and communication, in order to ensure the expertise of the employees. Having set the goal of "zero damage" and "zero accidents", the company's continuous pursuit is to improve health and safety indicators,
- ❖ **interact with Stakeholders** - by promoting continuous, open and honest dialogue with all Stakeholders, aiming at creating sustainable relationships that lead to common benefits while sharing common responsibilities to minimize the impact of its products on health, security, environment and society,
- ❖ **maintain best practices and techniques** – the management of activities is in accordance to internationally recognized standards for work, health, safety and environment, as well as in accordance to applicable laws and regulations, having always as target the reconsidering and overcoming of objectives required by law.

The top Management of MEDPHOS, has a strategic role in fully implementing this Policy, by ensuring the involvement of all employees and partners and by the harmonization of their behavior with the values embodied in this Policy.

KAVALA, 03/01/2025

LEGAL REPRESENTATIVE  
TZIKA ELISAVET