

## QUALITY POLICY, ENVIRONMENT, SAFETY AND HEALTH AT WORK

SINCERITAS JCS is a pharmaceutical company whose main activity is the cultivation, production and quality control of cannabis products for medical purposes, to promote the health of patients.

The business success of our company is based on continuous awareness raising and the importance of implementing various activities that will ensure quality, medically approved, safe, reliable and efficient product.

Quality policy is based on the management system for all processes in the cultivation, production, control, warehouse and distribution of products according to the requirements of the Board of Directors and legal requirements for a quality, reliable, safe and efficacious product in accordance with the principles of GACP, GMP and ISO.

The quality system is maintained at all levels of the organization, headed by the CEO, COO, CSO and the Quality team.

The goal is:

- To respect and organize the overall operation of SINCERITAS in accordance with Macedonian and European regulations as well as the other binding regulations;
- Standardization of the processes for cultivation of cannabis for medical purposes;
- Strict compliance with the no-pesticide policy;
- To ensure the delivery of product quality, safety and efficacy;
- To work in accordance with established procedures and assigned responsibilities;
- To ethically inform our customers about the properties of the product, in accordance with the legal regulations and to track feedback from the customer;
- Compliance with the regulations from the Law on safety at work and establishing a system on safety at work and healthy environment;
- Maintaining and controlling the working conditions at the workplace, monitoring, and reviewing the factors that affect the safety and efficiency of the environment;
- Promoting safer work and achieving highest levels of business quality.

Continuous improvement of our knowledge, technology and products through open communication with our employees, customers, users, suppliers and interested parties.

Continuous advancement of our internal processes and organization, with continuous improvement and development, create the basis on which we build our future.

Achieving the goals set by this policy is a constant obligation for all employees.

Rosoman, 09.06.2021

Robert Noveski  
CEO