



a Sandoz company

## Appendix 1 - Health, safety and environment policy

At Lek, which is part of Sandoz, we consistently follow the principles of responsible business practice; our health, safety and environment (HSE) policy is a key part of our long-term business strategy. Our policy is integrated into all our activities and at the forefront of all our decisions.

### 1. Introduction

A healthy, safe and environmentally friendly work environment is central to realizing our mission: reimagine medicine to improve and extend people's lives.

The health, safety and environmental policy defines the basic principles and rules of governance in this area and describes approaches to reducing risks and impacts in the health, safety and the environment fields. It contains basic expectations for all associates and is the foundation on which we establish our HSE internal guidelines.

The fields of health, safety and environment are given just as much attention as our other key business goals. Impacts on health, safety and the environment are taken into account throughout our operations, from the start of development, production and distribution to the use and disposal of our final products.

We follow the key areas of Sandoz' Corporate Responsibility Strategy, which include high ethical standards, pricing and access to medicines, tackling global health challenges, and responsible citizenship, which includes caring for our associates and the environment. We also reduce the risks associated with health, safety and environmental impacts by consistently implementing our Code of Ethics. Through the Third Party Risk Management Policy, we also transfer our standards in the field of HSE to our suppliers and contractual partners.

We implement the health, safety and environmental protection system into our operations in accordance with clear guidelines. Compliance with legal regulations and corporate policies is the basis of our health, safety and environmental risk management system. In addition, we are voluntarily committed to complying with the requirements of the ISO 14001 environmental management system, the ISO 45001 occupational health and safety management system, the Responsible Care initiative for chemical manufacturing industry and the Community Environmental Management and Audit Scheme (EMAS).

We are committed to:

- **environmental sustainability** to minimize the environmental impact of our activities and products over their lifecycle and
- **health and safety**, to protect and promote the health and safety of our associates, contractors, visitors, patients and the communities in which we operate.

By consistently implementing the HSE policy, we are transforming our culture to ensure people can fully apply their talent and energy.

### 2. Principles and rules of health, safety and environment policy

Health, safety and environmental protection are the fundamental responsibilities of all associates. Although management is responsible for enforcing it, all associates are expected to respond to HSE-related content with the same care as other business objectives. All associates must perform their tasks with due regard for social responsibility and environmental sustainability

#### 2.1 Caring for the health and safety of associates

We promote a healthy and safe working environment, strengthening the physical, mental and social well-being of associates and maintaining their working ability and productivity. We regularly raise awareness and train our associates about our health, safety and environmental policy and how to implement it. This enables them to manage their work safely and ensures that they are aware of the occupational risks. We work proactively to protect health, ensure safety and protect the environment. If necessary, we propose and implement preventive and corrective measures to achieve the set plans and goals in risk management.

## **2.2 Constant improvement integration**

By continuously improving business and production processes, we improve health, safety and the environment efficiency and consequently reduce our environmental impact. By introducing the top, efficient and economical technologies, we want to rank among the leading companies in environmental protection. We strive for continuous progress in the use of raw materials and energy resources and thus further minimize our environmental impacts, verified through regular measurements and data monitoring. We have systems and measures in place to prevent environmental pollution, which we regularly check and update. We are also guided in our search for continuous improvement by the recommendations of independent auditors of international environmental standards.

## **2.3 Following the strictest standards**

We regularly monitor our operation compliance with laws, regulations and guidelines. We are committed to complying with all legal and other regulations for pharmaceutical production and Sandoz standards that apply to all relevant aspects of health, safety and the environment. In doing so, we always take into account the more stringent requirements. We document and update the health, safety and environmental policy and its implementation, of which we inform and raise the awareness amongst our associates. We consistently strive for our set targets.

## **2.4 Achieving the sustainable environment principles**

We use natural resources wisely and check and reduce the impact of our activities on the environment. We want to become a catalyst for positive change and a leader in environmental sustainability. To improve efficiency and accountability, we set long-term and annual measurable goals, which we monitor through measurements, research and verification of impacts. The set goals are comprehensively managed within the Sandoz Environmental Management System. Objectives are defined by sites, taking into account their specifics.

We are implementing Sandoz' environmental sustainability strategy, with which we build trust in society. We encourage associates to reduce their impact on the environment in their daily work.

## **2.5 Building a responsible network**

Comprehensive care for health, safety and the environment is fundamental to the long-term success of Sandoz. We are aware that we cannot achieve it alone, but only in cooperation with key stakeholders. Our suppliers and contractual partners play an important role in achieving environmental goals; we transfer our HSE standards to them through the Third-Party Risk Management program. Together we are building a network of responsible business partnerships.

## **2.6 Public and comprehensive reporting**

We comprehensively, transparently and publicly report on the HSE results achieved. We disclose our environmental, social and economic impacts in our annual Sustainability Report which is publicly published and available on our website. We use internationally recognized guidelines and standards in our reporting. The veracity of the information provided in the report relating to environmental impacts is also verified by an external verifier.

We are a company open to the outside public. We work actively with local communities, respond to their initiatives and work together to find solutions for improvement.