

SAFETY, HEALTH & ENVIRONMENT (SHE) POLICY

This Policy sets out how we will meet our commitment to operating our business in a way that protects personal health, wellbeing & safety and the environment. It describes the principles of our commitment and explains the management system requirements needed to implement these principles.

KEY POLICY PRINCIPLES

We will maintain a level of SHE performance that :

- Is amongst the leaders in the pharmaceutical industry;
- Has the trust and respect of our staff and external stakeholders; and
- Goes beyond legal requirements when this can improve our SHE performance, enhance our reputation or otherwise deliver business value.



We will do this by :

- Providing ways of working and a work environment that are safe for staff, visitor and others affected by our business, while working to prevent, or otherwise minimize the risk of, instances of workplace accidents and illnesses;
- Promoting a healthy and energised workforce by encouraging and helping staff to take personal responsibility for their health and wellbeing and encouraging participation in programmes offered;
- Preventing, or otherwise minimising the risk of, any harmful effects to the environment caused by our activities or products;
- Working to continually improve the environmental sustainability of our business activities by using natural resources efficiently.

We will manage our SHE performance through actions, written procedures and systems that effectively;

- Clarify personal accountabilities and responsibilities for integrating safety, health and environment (SHE) into our business activities;
- Identify and manage the SHE risks associated with our activities and products, including opportunities to contribute to the company's success;
- Monitor, measure and continually improve our SHE performance;
- Communicate openly and transparently with our stakeholders, both within and outside the company.

