



GLOBAL POLICY FRAMEWORK (GPF) GLOBAL STANDARD – SAFETY, HEALTH & ENVIRONMENT (SHE) (ENGLISH)

KEY PRINCIPLES

- We all have a role to proactively lead in SHE
- SHE risks are identified, mitigated and managed through appropriate controls
- We speak up and report SHE matters
- We are committed to learning from SHE events (accidents, near misses etc.)
- We utilise an effective SHE Management system to ensure continuous improvement

WHY IT MATTERS

Maintaining a safe work environment, healthy employees and protecting the environment enables AstraZeneca to live its values and be a Great Place to Work. SHE is foundational to delivering medicines, protecting our assets and putting patients first. We are committed to providing a work environment that is both physically and psychologically safe for everyone. We proactively manage our environmental impact across all our activities and products.

We are committed to maintaining or exceeding compliance with all legal and regulatory requirements in the locations in which we operate. We work in a transparent and ethical manner maintaining good relationships with regulators and ensuring we are welcome as contributors in the communities in which we operate.

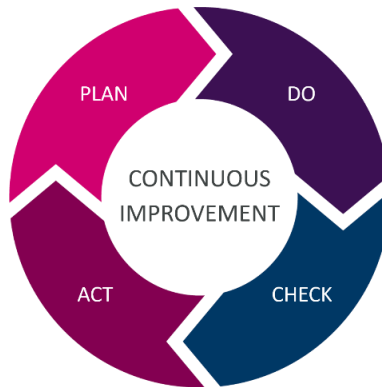
WHAT YOU NEED TO KNOW

This Global SHE Standard, together with the OneSHE Framework, establishes minimum standards for SHE and is applicable to all employees and temporary staff across AstraZeneca sites and all business functions



What is It?

SHE risks, opportunities and performance are managed through the use of effective Management Systems utilising the Plan, Do, Check, Act processes to ensure continuous improvement.



Why and How We Do It

Successful SHE management is achieved by engaging throughout the organisation. This requires effective leadership, teamwork, open communication and commitment from every employee to care about ourselves, our colleagues, our workplace, our community and our environment.

Plan

- Adequate and competent SHE resources are embedded in the business.
- Competence requirements are clearly identified and confirmed.
- Risk assessments include subject matter experts (SMEs) and the people doing the work to establish SHE control measures.
- SHE risks and opportunities are identified, understood and effectively managed through review of SHE Risk Registers.
- Legal registers are maintained.
- SHE objectives and action plans are established.

Do

- SHE risks are considered and mitigated in accordance with the hierarchy of controls. Workplace SHE controls are in place to meet the requirements of this Standard, the OneSHE Framework and applicable regulatory requirements.
- Training and awareness programmes ensure employees, third parties and visitors are aware of SHE risks associated with business activities.
- We build and maintain our workplaces in a manner that is protective of the health and safety of people and the environment. Sustainability reviews are performed for all capital projects to minimise the impact to the environment.
- Emergency action plans are implemented.
- SHE events are reported, managed and investigated to identify underlying causes and put measures in place to prevent reoccurrence.
- SHE data and documents are managed according to the **Global Retention and Disposal (GRAD)** schedule.
- Change control processes ensure that SHE risks are understood and managed according to the **OneSHE Standard - Management of Change**, before approvals for proposed changes are provided.

Check

- Sites support the internal audit program and establish local self-assessment and inspection programs. Processes are in place to ensure effectiveness and timely mitigation of findings.
- The SHE Management System is implemented and reviewed annually with site leadership sign off.
- Risk based evaluations are performed with our suppliers and third parties to ensure they understand and uphold AstraZeneca's values and SHE expectations.

Act

- SHE performance and SHE Management System effectiveness are regularly reviewed with leadership.
- Improvement plans are developed and reviewed annually to drive continuous improvement.
- Learning from incidents is an embedded process.

Accountability (Roles and Responsibilities)

The Senior Executive Team shows clear and visible commitment to integrate good SHE management with business decisions and ensure effective resources and governance are in place.

Managers at all levels:

- Assess and manage SHE risks from their activities.
- Confirm effective controls are in place.
- Ensure employees understand risk and work safely.
- Identify changes and assess impact for SHE risk.
- Investigate the root causes of incidents and take appropriate corrective and preventive actions.
- Engage the workforce in risk assessment and SHE event investigations.
- Access and follow competent advice.
- Monitor, report and review performance.

All employees, temporary employees, third parties and contractors:

- Understand the risks from their work activities.
- Understand and follow controls in place at all times.
- Actively participate in the continual improvement of SHE.
- Report all SHE events (e.g. accident, near miss etc.), concerns or opportunities for improvement.

Global and local SHE Teams provide :

- Competent advice to the business at all levels.
- A robust management system to demonstrate compliance and continual improvement.
- A framework to enable effective SHE governance for the business.