

Zuellig Pharma Workplace Health & Safety Policy

Zuellig Pharma is committed to the highest standards of Operational Excellence in providing an Incident, Injury and Illness free work environment to all employees and any others involved in or affected by its operations. This Workplace Health & Safety policy extends to all employees, contract personnel, clients, visitors and anyone else present for the purpose of work.

It is our responsibility to develop, establish and implement Health and Safety standards to ensure compliance to relevant local regulations in each country where we do business and, most importantly, to protect the health, safety and welfare of our valuable workforce.

We therefore commit to:

- a) **Ensuring full compliance** with the requirements of all applicable occupational health and safety legislation and regulations within our markets;
- b) **Providing adequate training** on Health and Safety standards and guidelines implemented in all our sites, through awareness campaigns and committee programs;
- c) **Constant improvement** of our Health and Safety standards within the company through the active participation and accountability of our workforce.

The Management Team and all employees fully commit to this HSE Policy in order to create and sustain a robust culture for health and safety in our organisation.

All Zuellig Pharma employees shall acknowledge their responsibilities pertaining to this policy. In conjunction, they shall provide positive contributions and be accountable for delivering a sustainable Health and Safety standards for themselves and others in the workplace.