

HEALTH AND SAFETY POLICY IN POLPHARMA BIOLOGICS

In Polpharma Biologics we are passionate about developing and manufacturing high quality biosimilars to provide patients with effective and safe therapeutic solutions. Caring for the health and safety of our employees in all our activities is one of our most important values. We collectively build the cultures of safety and occupational health. We believe that safety is not just a duty – but rather the natural need and right of each of us.

Within the framework of our Health & Safety Policy in Polpharma Biologics we constantly strive to achieve the following goals:

- to create and continuously development the work environment where so accidents and loss of health do not occur,
- to take appropriate actions to ensure all hazards are under control by applying safe processes and equipment, using personal protection equipment, applying relevant procedures and instructions as well as assuring necessary trainings,
- to develop health & safety awareness among employees, subcontractors and visitors, and build a work culture oriented towards shared safety,
- to motivate employees to behave safely,
- to continuously maintain compliance with all applicable legal requirements for occupational health and safety, also setting higher standards where possible based on best practices.

We can all contribute to ensuring health and safety in our workplace by following and fulfilling the above commitments with actions on daily basis where:

- we perform all work responsibly and in accordance with health & safety regulations and recommendations,
- we ensure appropriate health & safety training for all employees, contractors and visitors,
- we promote compliance with relevant regulations and policies to build employees health & safety awareness and commitment in strengthening the safety system,
- we report any irregularities and potential hazards that could directly affect our safety and consequently we strive to eliminate them as soon as possible,
- we constantly improve our health & safety system by creating and implementing plans in reference to regularly updated objectives
- we continuously improve the performance in health and safety areas, to which all employees and stakeholders are committed while providing services at Polpharma Biologics
- we meet all requirements in accordance with applicable laws, norms and internal company rules in reference to adopted standards of safety at work
- we consult and involve employees and their representatives in health and safety activities,
- we implement such work methods and develop production processes to be safe for employees and subcontractors – we aim at continuous improvement and searching for better solutions that are expected to reduce health risks for all people present at Polpharma Biologics premises.

**Matentzoglu Konstantin
Supervisory Board Member
Polpharma Biologics Group**

We care

