

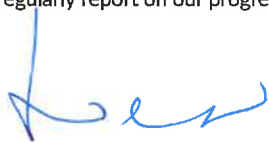
## POLPHARMA GROUP EMPLOYEE OCCUPATIONAL SAFETY AND HEALTH POLICY

Occupational Safety and Health is one of the key elements of Polpharma Group's business strategy and a foundation for building responsible relationships with our employees and other stakeholders. We ensure the safety and health of our employees wherever they work for us – also if they are working remotely. We are building a culture of occupational safety and raising occupational safety standards across our value chain and in particular among our contractors and subcontractors who work under our direct supervision.

The commitments we make to effectively and successfully manage risks and opportunities in this area include:

- Compliance with legal and other requirements relevant for OH&S and continuous enhancement of standards.
- Ensuring safe and hygienic workplaces by taking advantage of current scientific and technical progress.
- Maintaining and improving the OH&S management system to improve occupational safety results.
- A continuous analysis of the company's processes to eliminate and limit risks in the workplace.
- Regular analyses of business processes to take account of the risks and opportunities related to occupational health and safety and to the OH&S management system.
- Taking employee safety and health into account in production process planning and other business activities.
- Preventing work-related injuries and ill health.
- Applying adequate measures to mitigate risk according to their hierarchy, and in particular prioritising collective over personal protective equipment.
- Broadening the knowledge and enhancing the skills of employees at all levels of the organisation and continuously reinforcing a culture of safety in the workplace, as well as promoting health prevention.
- Encouraging employees and other stakeholders to adopt a proactive approach in order to increase their involvement in the process of ensuring safety and in health prevention.

The involvement of top management in the process, coupled with effective cooperation with employees of all levels is of strategic importance for improving the level of safety in the workplace and employee health. Involving employees and their representatives in the OH&S management process consists in consultations, participation in the decision-making process and co-responsibility for building a culture of health and safety in the workplace. We have been developing our OH&S management system in line with these priorities, providing the right resources and measures necessary for their continuous improvement, and we regularly report on our progress in generally available publications.



Markus W. Sieger

*President of the Management Board CEO  
Polpharma Group*

