

Our Commitment to Health, Safety and the Environment

We consider the protection of the health and safety of our employees, the broader community and the environment as a fundamental value and guiding objective for our company.

We are committed to providing for employee health and safety, protecting the communities in which we operate and continually striving to minimize our environmental footprint.

We aim to be a Health, Safety and Environment (HSE) leader and are taking the following actions to support this goal:

We prioritize the goal of protecting health, safety and the environment

- Protecting the health and safety of our employees, the broader communities in which we operate and the environment is a fundamental value and goal to which we ascribe the same level of importance as other key objectives within our organization.
- Although management is responsible for implementing and maintaining best practices to protect health, safety and the environment (HSE), as well as is responsible for setting and demonstrating good behavior in this regard, employees must take it upon themselves to understand and respond to HSE matters and ascribe to them the same level of importance as they do other key objectives within the organization. All employees are expected to comply with their duties while scrupulously following the company's guidelines at all times in the spirit of social and environmental responsibility.

We protect the health and safety of our employees

- We promote programs to maintain and improve the health and well-being of our employees, such as by offering smoke-free work spaces at our offices world-wide.
- Employees are offered a number of voluntary health programs. We offer our employees safe working conditions and we strive to protect them against possible dangers to their health. Before carrying out a potentially hazardous job, we require that a risk assessment and analysis of the processes involved and workplace be conducted.
- Management is responsible for conducting risk assessments and developing protective measures in cooperation with employees. Employees must be familiar with local safety requirements, respect them and comply with them. For example:
 - use appropriate personal protection and/or equipment when necessary
 - respect alarms and safety warning signs
 - take part in observation and training programs, such as mandatory training on local safety practices, safety training for drivers and programs that address safe job-related behavior

- report actions and conditions that are not safe and that pose security risks
- Employees are expected to help monitor their colleagues and inform them of any behavior that is unsafe.

We take care of the environment

- We strive to use natural resources responsibly and minimize our environmental footprint, both in our daily activities as well as in the products we create through the following initiatives:

Efficient use of energy

- Employees should always consider the most efficient use of energy and look for opportunities to reduce energy consumption in their workplace. This includes turning off lights and lab / office equipment when they are not being used.
- The directors of quality and facilities must consider the most efficient use of energy within the acceptable intervals according to regulatory or compliance standards.
- Energy efficiency and the use of renewable energy are considered in light of new and proposed projects. Preference is given to projects that improve energy efficiency.

Reduction of greenhouse gas emissions

- Employees should minimize travel whenever possible and choose video or teleconference options in cases where they are available and acceptable to the business.
- The commercial team must choose cars with strong fuel efficiency and drive them safely and ecologically to save fuel and minimize CO² emissions.

Recycling and reducing waste

- Employees must minimize waste through recycling in all cases where there are local recycling systems in place. They must take into account the environment before printing emails, attachments to emails or other work-related documents.
- Process developers must incorporate techniques to reduce and recycle materials.
- Production employees should look for opportunities to reduce waste associated with wastewater discharges.

Efficient use of water

- Employees should always consider how to use water most efficiently and identify opportunities to reduce water use in the workplace.

We consider HSE implications in the products and technologies we develop

- Employees are expected to follow a clear development process, which includes impact evaluations and next generation HSE risk analysis, in an effort to ensure that the benefits of a project outweigh any residual risk to the community and environment.
- Employees must ensure that considerations regarding HSE are integrated into the development of products, processes, procurement, manufacturing and major projects at an early stage.

We are continually building a network of responsible business partners:

- Third-party partners and suppliers must meet HSE requirements, which are based on international standards and accepted good practices.