

## Occupational Health, Safety, Environment and Energy Policy

Hikma believes that employees are our most valuable asset, it is fundamental for our business success to ensure that we are providing our people with a safe, healthy workplace and a sustainable environment. We shall ensure that all our units comply with the most stringent industry applicable standards of occupational health, safety, environment and energy (OHSEE) management to ensure the well-being of our employees and business partners; and to maintain an operation that minimizes all adverse environmental and climate change impacts associated with our undertakings. As a company that is involved in the design and manufacturing of pharmaceutical products, we recognize that our operations have an impact on the local and global environment and we actively encourage the engagement of our staff at all levels to ensure implementing and maintaining the standards that we set.

Our commitment and adherence to occupational health, safety, environment and energy is based on:

- Providing a safe & healthy working environment for our employees, safe equipment for work and safe operating systems of work.
- All OHSEE objectives shall be set and frequently reviewed through applying a risk based approach which detects the threats & opportunities in an effort to prevent injuries, ill health, reduction of environmental impact on climate change, air and water pollution, land contamination and minimizing energy performance.
- The purpose of this policy is to ensure the protection and wellbeing of our employees and business partners; and to minimize adverse impacts on the environment where possible through reduction in greenhouse gas emissions and more efficient energy consumption.
- We will ensure the provision of all needed resources to maintain and improve our established OHSEE management systems and improve workplace safety, behavioral safety, energy efficiency and reduce carbon emissions resulting from our undertakings.
- We will demonstrate our commitment in reflecting the use of energy saving equipment and tools in any future projects, whether it's an expansion project, a new project or an acquisition.
- The responsibility of occupational health, safety, environment and energy is that of the General Manager in each unit, and each business unit is responsible for implementing the company's OHSEE management systems at their locations.
- We have assigned competent teams with appropriate knowledge and expertise to handle and ensure the smooth implementation of the OHSE management systems.
- We will ensure that Hikma's compliance obligations regarding national and international requirements or legislations related to OHSEE are met in the best manner possible.
- We commit to the continual improvement of our occupational health, safety, environment and energy management system performance through setting measurable targets and goals which will be monitored to track and improve our OHSEE performance and communicate such results with all interested parties.
- We will ensure communicating this OHSEE policy with all Hikma employees through various communication means like training, awareness sessions, team meetings, newsletters, posters and online through Hikma connect to ensure effective implementation and to provide clear information for employee responsibilities regarding occupational health, safety, environment and energy management systems.
- We are committed to maintaining constructive engagement with our stakeholders on matters concerning health, safety, environment and energy performance; and shall publicly disclose/maintain open dialogue about our policies and management processes regarding these issues.
- We will cooperate with our suppliers to ensure that they are providing efficient, environmentally-friendly equipment and machines to reduce energy consumption.
- We shall manage our contractors and visitors to ensure that they are complying with our occupational health, safety, environment and energy requirements, and we will work with our suppliers and contractors to bring our occupational health, safety, environmental and energy management standards into alignment.
- We will ensure that this policy is periodically reviewed and is applicable in all our processes and operations.

**Hana Darwazeh Ramadan**

Vice President of Corporate Communication.

*Hana Darwazeh Ramadan*

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