

Group Environmental, Health and Safety Policy Statement

As a leading global pharmaceutical company, Hikma is committed to providing our employees with a safe and healthy workplace. We are focused on ensuring that all our business operations meet or exceed industry standards related to environmental, health and safety (EHS) management; and to conducting our business in a manner that minimizes any environmental impact of our operations.

In meeting this commitment, Hikma will:

- Comply with Environmental, Health and Safety laws, regulations, and standards applicable to our business and verify compliance through self-monitoring programs and regular facility assessments.
- Establish measurable objectives and goals to ensure continued improvement aimed at elimination of work-related injury and illness.
- Analyze and mitigate risks, investigate environmental impacts, prepare for, and respond to emergencies, and correct conditions that have a significant adverse impact on the environment or the health and safety of employees, contractors, and visitors.
- Ensure appropriate design, construction, operating and maintenance programs and practices are in place to minimize EHS risks, reduce releases, minimize waste, and promote sustainable operations.
- Ensure affected employees are knowledgeable of, understand and comply with all applicable EHS laws and regulations.
- Provide training to assist employees in achieving competence in work responsibilities and to ensure compliance with measures designed to promote a safe, healthy, and sustainable work environment.
- Enable each employee to understand, and empower each employee to effectively act on, his or her responsibility and accountability to perform all activities in a manner that is safe for the employee, co-workers, and the work environment.
- Encourage employees to strive for their highest attainable level of wellness and provide resources to assist them in meeting their health and wellness goals.
- Promote open communication throughout the organization on EHS matters.
- Assess potential environmental liabilities prior to the lease, transfer, or purchase of real property.
- Engage with our major suppliers of goods and services to assess their environmental health and safety commitment level.



Said Darwazah
Chairman and Chief Executive Officer

(27/10/2022)