



## Health, Safety & Environment (HSE) Policy

May 2025

At Sandoz, Health, Safety & Environment (HSE) is everyone's responsibility. Our HSE policy applies to all Sandoz operations, employees and contractors. The Sandoz CEO holds ultimate responsibility for our HSE practices and policies, while our Global Head of HSE oversees their implementation. We actively engage our value chain partners, suppliers, and contractors to uphold responsible practices in HSE, aligned with our organizational goals. All our sites operate under established Environmental Management Systems (EMS) in alignment with recognized standards. This policy is reviewed annually.

Our refreshed Sandoz HSE approach is designed to go beyond compliance, placing care for people and the planet at the heart of everything we do. This new approach is simplified for impact, with five principles for everyone to follow.

1. **Build a strong HSE foundation**

We go beyond compliance. We aim to lead. Through world-class training, clear expectations, and consistent procedures, we set the standard in safety and sustainability by complying with applicable local and global laws and regulations.

2. **Foster a people-first culture**

We empower and expect everyone to take care of themselves and each other - whether at a site, at home, or on the road. To start every task safely, to follow our expectations and to stop work if an unsafe condition arises. For colleagues who drive as part of their role, safe driving is a vital responsibility and an essential part of our safety culture.

3. **Act environmentally responsible**

We reduce waste, cut emissions, and minimize pollution that would help us achieve net zero emissions by 2050 - working toward a cleaner, healthier future for generations to come.

4. **Drive continuous improvement**

We use a systematic problem-solving approach to monitor and improve performance and learn from every experience, making tomorrow better than today.

5. **Communicate clearly**

We standardize processes and share expectations. Transparency and accountability will help us all stay aligned, informed, and safe.

Prioritizing HSE in daily tasks is non-negotiable to ensure that we all go home safely and protect our environment. We are committed to providing the framework and resources, but it is on each of us to embed a personal mindset that makes these principles simply the way we work. As we continue to embrace hybrid working models, it is equally important to ensure safety at home - both in personal and work-related settings. Because ultimately, HSE starts with me. This is our first step toward building a culture that puts health, safety, and environmental protection at the heart of everything we do.

Best regards,

A handwritten signature in black ink, appearing to read 'Richard Saynor'.

Richard Saynor, CEO

A handwritten signature in black ink, appearing to read 'Suzanne Neath'.

Suzanne Neath, Head HSE

**SANDOZ**