



Environment, Health and Safety Policy

We, Cytiva, are committed to achieving excellence in terms of environment, health and safety (EHS). This is the responsibility of all employees.

We aim to provide a safe and healthy working environment and to avoid causing any damage to the environment or injuries to people.

Emmanuel Ligner
President

April 2, 2020

Requirements of this policy

Under this policy we must do the following.

- Keep to all environmental, health and safety laws and regulations that apply.
- Provide employees with a safe and healthy working environment and take appropriate measures to prevent workplace injuries and illnesses. When deciding on appropriate measures we must take account of evolving industry practices, regulatory requirements and standards of care.
- Assess risks to the environment, health and safety before starting a new activity or project, including when designing and producing our products and services.
- Eliminate unreasonable risks from our facilities, products, services and activities.
- As far as reasonably possible, reduce the use and release of toxic and hazardous materials, prevent pollution, avoid waste, and recover and recycle materials.
- Continue to improve our environment, health and safety policies, procedures and performance, as part of our overall strategy.

Business leaders' responsibilities

If you are a business leader you must do the following.

- Set annual environment, health and safety goals and expectations for the business and regularly evaluate the effectiveness of environmental, health and safety programmes.
- Introduce monitoring systems at site and business levels to make sure relevant laws and this policy are followed.
- Regularly review the environment, health and safety risks of business activities and only authorise new or changed business activities or projects if the risks have been analysed and can be managed.
- Tell Business EHS about decisions that may significantly increase environment, health and safety risks to the company or the public.

Managers' responsibilities

If you are a manager you must do the following.

- Introduce effective programmes, training and best practices relating to environment, health and safety, and review new and redesigned operations, services and products before they are used or sold to customers.
- Regularly assess operations and management at the site.
- Put measures in place to make sure that this policy and any laws and regulations that apply are followed.
- Make sure that employees with responsibility for environment, health and safety are appropriately screened before they are appointed, and that their continued appropriateness for their roles is regularly reviewed.
- Work with our customers, agents, contractors, suppliers and other business partners to make sure that our relationships with them support this policy.
- Take all reasonable steps to appraise, and work with Business EHS to review, any proposed purchase, takeover, sale or transfer of business or assets (including buildings, land, equity, leases and other rights to property) before going ahead.
- Communicate environment, health and safety issues responsibly to employees, communities, customers and government agencies.

Employees' responsibilities

If you are an employee you must do the following.

- Follow this policy, any laws and regulations that apply, and any site EHS policies, procedures and rules, in order to protect the environment, your health and safety, and the health and safety of other workers and the public.
- Know and support our goals relating to environment, health and safety, and understand your responsibilities.
- Promptly tell line management about any significant events with environment, health and safety consequences so they can tell Business EHS or Legal.
- If you have any concerns about possible unsafe conditions or activities, or think that this policy has been broken, raise the matter with your manager, the EHS manager, Business EHS, Legal or other designated person. You should raise your concerns as soon as possible, in a conversation or in writing. You can raise your concerns anonymously if you prefer.