

Today's CDMO. **Inspired by tomorrow.**

Global Occupational Health and Safety Policy



Occupational Health and Safety (OH&S) is an integral part of our business operations worldwide and is fundamental to our long-term success. Our employees are our most valuable asset, and protecting their health, safety, and well-being is our number one priority.

We are committed to providing a safe and healthy work environment for all employees, contractors, and visitors across our global operations. We will ensure that all locations comply with applicable local laws, regulations, and other relevant standards while continually striving to improve our safety performance.

To meet this commitment, we will:

- Take necessary steps to prevent work-related injuries, illnesses, and incidents through proactive hazard identification, risk assessment, and effective mitigation measures.
- Foster a strong safety culture through leadership engagement, employee involvement, and open, transparent communication.
- Apply recognized best practices and systematic approaches to drive continuous improvement in occupational health and safety performance.
- Establish, monitor, and review proactive OH&S Key Performance Indicators (KPIs) at both corporate and local levels to achieve world-class performance.
- Provide appropriate resources, training and support to enable employees to perform their work in a safe and effective manner.
- Support and empower health and safety staff and committee members to promote collaboration and shared accountability.
- Implement, maintain, and continually improve OH&S programs, processes, and procedures that protect employee health and safety and ensure compliance with regulatory requirements.
- Require contractors and business partners to meet applicable OH&S requirements consistent with this policy.

Every employee plays a critical role in maintaining a safe and healthy work environment. Employees are expected to:

- Take personal responsibility for their own health and safety, as well as the safety of others who may be impacted by their actions.
- Immediately report all work-related incidents, injuries, illnesses, hazards and near misses.
- Take appropriate action, including stopping work when necessary, if unsafe conditions or behaviors are observed.
- Comply with all company OH&S policies, procedures/programs, and processes.

Nothing we do at PCI is more important than the health and safety of our most valuable asset, our people. Occupational Health and Safety is a shared responsibility of all PCI staff, contractors, and business partners and is a core value in how we operate our business. Occupational Health and Safety is our highest priority.

Gil Valadez, Chief Operating Officer

