



**Better health.  
Within reach.  
Every day.**

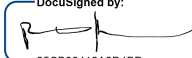
## Group Environmental, Health and Safety Policy Statement

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 the environmental impact of our operations.

In meeting this commitment, Hikma will:

- Establish measurable objectives and goals to ensure continued improvement aimed at the elimination of work-related injury, illness and the reduction of environmental impact on climate change through adequate detection of threats and opportunities.
- Analyze and mitigate risks, prepare for, and respond to emergencies, and investigate 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 and construction are in place to minimize EHS risks, reduce releases, minimize waste, and promote sustainable operations.
- Promote open communication throughout the organisation on EHS matters.
- Provide training to assist employees in achieving competence in work responsibilities and to ensure compliance with the 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.
- Assess potential environmental liabilities prior to the lease, transfer, or purchase of real property.
- 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 including, but not limited to, the International Finance Corporation (IFC) Performance Standards and the World Bank Group EHS Guidelines.
- Engage with our major suppliers of goods and services to assess their environmental, health and safety commitment level.
- Partner on a voluntary basis with applicable government entities in creating reasonable alternatives to safeguard the community, workplace, and the environment.

**Riad Mishlawi**  
Chief Executive Officer

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