

OCCUPATIONAL HEALTH AND SAFETY POLICY (OH&S)

The main goal is to have zero occupational accidents

GENHELIX (belonging to MABXIENCE), as a Company engaged in research, development and manufacture of biopharmaceutical products, aware of its activity, puts into practice its **commitment to provide safe and healthy working conditions for the prevention of injuries and deterioration of the health derived from the work** of its workers and other people affected by its activity. Therefore, Top Management establishes the following principles:

- Set measures to ensure **compliance with legal requirements** related to aspects that influence the safety and health of workers, as well as other requirements that the organization subscribes internally or externally with other interested parties (clients, sector organizations, etc.). Establishing periodic inspections that allow detecting any deviation from these requisites and thus adopting corrective actions as soon as possible.
- **Eliminate hazards and reduce risks to OH&S** derived from the handling of chemical and biological agents and the use of equipment and facilities, continuously improving, acting preferably at the source and putting collective protection before individual protection, and integrating the health and safety measures in production processes.
- **Continual improvement of OH&S management system** establishing periodic objectives, taking into account this policy as a reference framework, allocating the technical, human and economic means necessary to achieve them and establishing prevention planning that integrates the technique, the organization of the work, working conditions, social relationships and the influence of environmental factors at work.
- Set the appropriate channels for the **consultation and participation of workers** in matters related to OHS, guaranteeing their theoretical and practical training for the development of their functions and promoting their awareness and involvement (“**We all are safety**”.)
- **Involve interested parties** in these commitments with OH&S, especially external personnel who carry out their activities in our facilities, who will be required to respect the safety standards established in accordance with the coordination of business activities and involving them in the implemented preventive culture.

Management thus, commits to ensure policy implementation and annual review on its content adjusting it to the nature and magnitude of the risks to safety and health at work, as well as the general strategy of the INSUDPHARMA GROUP.

The Management, on the 25th January 2021.



Francisco Olivera