

Siegfried's Safety, Health, Environment & Security (SHE&S) Policy Statement

At Siegfried, we care about our people and the generations to come.

Siegfried is a worldwide manufacturer of active pharmaceutical ingredients (APIs), intermediates, medicinal (drug) products, food additives, and medical devices. We contribute to the health and well-being of the world's population.

At Siegfried, people come first.

We believe operational excellence is only possible with a Zero-Harm and Zero-Waste mindset, driven by our "Passion for Zero". We show care for all those working in or visiting our facilities, travelling, or driving on behalf of Siegfried.

All levels of the organization share accountability for SHE&S excellence. Our leaders are visible, engaged, and lead by example.

We are committed to complying with legal requirements, corporate standards, and relevant industry compliance programs.

We involve employees, contractors, and temporary workers to make sure our programs are relevant, effective, and inclusive.

We recognize the urgency of climate change. We are committed to reducing our environmental impact, using resources efficiently, and preparing our operations for climate-related risks.

We work to remove hazards and reduce risks to prevent injuries, illness, and security breaches. We continually improve our performance in safety, health, environment, and security (SHE&S).

We support employee well-being through voluntary health programs and encourage active participation.

We ensure all personnel are trained, competent, and equipped to perform their work safely. We proactively identify risks and unsafe behaviours through management walks, inspections, audits, and follow-ups.

We follow the Life Saving Rules (Cardinal Rules), empower people to STOP work if it feels unsafe, and encourage reporting of all incidents without fear. Gross negligence and failure to report are not tolerated.

We foster a speak-up culture built on trust and respect, where concerns and ideas are welcomed and acted upon.

We promote learning through open dialogue, sharing experiences, and best practice exchange.

We promote innovation and benchmarking to support continual improvement, enabling us to meet high standards and exceed expectations.

SHE&S is not just policy – it's who we are.

By living these principles every day, we protect our people, deliver the quality, strengthen our performance, and contribute to a safer, more sustainable future for ourselves and future generations.

This policy is communicated and displayed to all workers and stakeholders and made available to interested parties.



Marcel Imwinkelried
Chief Executive Officer



Alexandre Bolay
Global Head Safety Health
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