

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

**At Siegfried, we care about our people and the generations to come. We believe in operational excellence driven by a "Passion for Zero", collectively embracing a mindset of zero harm and minimizing environmental impact.**

## **At Siegfried, people come first.**

We are a globally leading contract development and manufacturing organization that produces pharmaceutical ingredients and finished products.

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 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 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 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 with 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  
Environment and Security