

Antibiotice **at**

Occupational Health and Safety Policy

2024

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1. Commitment Statement

SC Antibiotice SA is committed to providing a safe and healthy working environment for all its employees and contractors. As a leader in the pharmaceutical industry, we strictly adhere to national and international regulations and promote the motto “zero accidents at the workplace”. Our goal is to implement an efficient occupational health and safety system and continuously improve working conditions in line with safety standards.

2. Our Objectives

SC Antibiotice SA’s objectives regarding occupational health and safety are:

- 1. Zero workplace accidents:** Ensuring a working environment that eliminates the risks of accidents.
- 2. Maintaining ISO 45001:2018 certification:** Implementing and maintaining an occupational health and safety management system in compliance with international standards.
- 3. Continuous improvement of working conditions:** Establishing and implementing measures to improve working conditions, based on periodic assessments.
- 4. Enhancing worker protection:** Ensuring compliance with all legal regulations concerning occupational health and safety.
- 5. Monitoring employee health status:** Implementing prevention programs to maintain and improve employees’ health.
- 6. Enhancing employee training:** Developing specific training programs to ensure employees are well-prepared to work safely.

3. Management's Role in Achieving Objectives

To achieve these objectives, SC Antibiotice SA's management is committed to:

- **Meeting all legal requirements and specific regulations:** Management will ensure compliance with applicable laws and implement measures to prevent accidents and occupational diseases.
- **Providing a safe and healthy workplace:** Management will identify and assess risks, implement control measures, and ensure the necessary equipment is available to protect workers.
- **Investigating all incidents and accidents:** Management will investigate all hazardous incidents, apply corrective and preventive measures, and prevent similar accidents from occurring.
- **Allocating adequate resources:** Management will allocate the necessary financial and human resources to implement and maintain a safe and healthy working environment, including continuous training and development of employees.

4. Risk Identification

- Risk identification is treated responsibly by all employees who are directly involved and encouraged to participate in the process of identifying and assessing the risks at the workplace. Aspects related to the purpose of the job, workload, means of work, and work environment are carefully monitored.
- Depending on the risks identified and assessed, the assessment is documented and updated according to the specific system procedure.
- Appointing the staff responsible for the Occupational Health and Safety Management System is made through an internal decision-making process. The staff who are part of the evaluation team benefit from training from an evaluator skilled in identifying risks related to the evaluation method. Once the evaluation team members have acquired knowledge regarding the methodology, the actual evaluation of the analyzed job takes place.

5. Training and Education

Ongoing training is essential for the effective implementation of the occupational health and safety policy. Therefore, SC Antibiotice SA will ensure the following:

- **Periodic training for all employees:** Training will be conducted according to the annual programs set by the company and will include specific sessions for the activities carried out, depending on identified risks.
- **Training for hazardous activities:** All employees involved in hazardous activities (e.g., working at height or handling hazardous substances) will undergo training and re-authorization courses in accordance with applicable legislation.
- **Authorization/re-authorization of staff:** All employees performing activities with specific risks (e.g., handling protective equipment or operating dangerous machinery) will be authorized/re-authorized in compliance with legal regulations.

6. Monitoring and Assessing Employee Health

The company will ensure continuous monitoring of employee health through:

- **Periodic medical examinations:** All employees will undergo medical exams in accordance with applicable regulations.
- **Prevention programs:** Prevention programs will be implemented to reduce the risks of occupational illnesses.
- **First aid and counseling services:** The internal medical office will provide emergency medical assistance, including dental and psychological emergency care.

7. Safety of External Workers

For external workers carrying out activities on the Antibiotice SA site, the company will:

- **Provide training on specific risks:** At the beginning of their activity, they will be informed about existing risks on the site and the necessary protective measures.
- **Monitor compliance with safety procedures:** All external workers will be required to follow the internal health and safety procedures and report any hazardous situation.

8. Occupational Health and Safety Committee (CSSM)

The Occupational Health and Safety Committee (CSSM) will ensure communication between the employer and employees and will analyze any health and safety issues at the workplace. The committee will:

- **Identify risks and propose measures:** CSSM will regularly discuss working conditions and propose improvement measures.
- **Monitor the implementation of safety measures:** The committee will monitor the effectiveness of the measures taken and propose corrections if necessary.

9. Incident Reporting

- Any event involving the company's employees (during the performance of work duties or while traveling to/from work) or employees from other companies carrying out activities on the Antibiotice premises is promptly reported to the OHS Department and Antibiotice management.
- Any person who is aware of such events is required to immediately report them to the Occupational Health and Safety Department (OHSD).
- In accordance with the legislation in force, the OHSD manager or his/her replacement person is responsible for promptly reporting all the work accidents (involving the company's employees) leading to temporary work incapacity, disability or death to the Territorial Labor Inspectorate and to the insurer, once their occurrence has been confirmed.
- It is mandatory for employees to immediately inform their employer or the designated staff of any work situation that they reasonably believe poses a risk to their safety and health. In addition, employees must report any deficiencies they observe in the protection systems.

10. Policy Evaluation and Review

The occupational health and safety policy will be periodically reviewed to ensure it remains effective and in compliance with applicable regulations. Management will ensure that any changes to the policy are implemented accordingly and will communicate them transparently to all stakeholders.

11. Roles and Responsibilities

Each employee is responsible for adhering to health and safety regulations and reporting any hazardous situation. The leadership and management are committed to allocating adequate resources for the implementation and maintenance of a safe and healthy working environment.

Who is responsible?	Responsibilities
Management Board	<p>Reviewing and approving the Occupational Health and Safety policy.</p> <p>Monitoring the compliance with all applicable occupational health and safety laws and regulations, while ensuring that our policy is integrated into the company's overall strategy.</p> <p>Setting and monitoring the occupational health and safety target objectives, aligned with the company's sustainability strategy.</p>
Top management	<p>Assessing periodically the occupational disease risks and implementing measures to reduce/eliminate them.</p> <p>Implementing, monitoring and reporting the company's Occupational Health and Safety performance.</p> <p>Maintaining the management systems in compliance with occupational health and safety standards and guidelines.</p>
Occupational health and safety team	<p>Organizing professional training courses for company's employees.</p> <p>Complying with the Occupational Health and Safety policy in the daily activity and reporting any irregularities or environmental risks.</p> <p>Collaborating with the company's departments to ensure compliance with standards and guidelines.</p> <p>Preparing statistical reports and providing advice on improving efficiency in the field of occupational health and safety.</p>
Staff	<p>Understanding the company's strategic directions and complying with relevant policies, laws, specific procedures, regulations and international standards.</p> <p>Reporting work hazards and situations that they have good reason to consider a danger to occupational health and safety.</p> <p>Attending professional training programs, training in occupational health and safety.</p>
Contract workers	<p>Complying with the company's policies, laws, specific procedures, regulations and relevant international standards.</p> <p>Reporting work hazards and situations that they have good reason to consider a danger to occupational health and safety.</p>

12. Communicating and Reporting Complaints

Employees, contractors, and partners can report any irregularities related to occupational health and safety through a confidential mechanism. Complaints will be investigated thoroughly, and appropriate measures will be taken to address the situation. Complaints can be sent to the address: sesizarissm@antibiotice.ro.

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