



## Health and Safety Policy

### POLICY STATEMENT

To accomplish our mission of empowering people to live healthier at every stage of life there is nothing more important than ensuring the safety and health of our colleagues worldwide. We work to provide a healthy and safe work environment for our colleagues and contractors. Not only is it important for the value we place on people, but also is essential to our ability to uphold a stable and resilient supply of high quality, affordable medicine.

### INTRODUCTION

- ViatriS is committed to prioritizing and protecting the health and safety of our people, the communities in which we operate, and the continuity of our supply chain. We cultivate a culture of health and safety throughout our global workforce by ensuring that our colleagues and contractors are made aware of any health and safety issues relevant to their work and providing them with the personal protective equipment and knowledge required to perform their jobs safely. Further, we work to ensure that our systems and processes are designed to identify and reduce health or safety risks or impacts on the communities in which we operate.
- ViatriS is committed to providing transparent information and we report regularly on our progress. We measure and report on our health and safety performance at least annually; information is presented on our website and in company reports.

### COMMITMENTS

#### Comply with All Applicable Health and Safety Regulations

- We work to ensure compliance with all applicable health and safety regulations in all countries in which ViatriS operates. Where laws and regulations do not provide adequate controls, our own technical requirements aim to protect human health and safety. We stipulate that contractors, vendors, and visitors adhere to regulatory requirements and meet ViatriS' health and safety technical requirements.

#### Continually Monitor and Improve Safety Performance

- We set objectives and targets, monitor safety performance, and strive to continually improve health and safety within our operations by implementing practices consistent with the principles, programs, and technical requirements in our EHS management system, including periodic audits to evaluate our health and safety performance.
- Regular engagement with key stakeholders and transparency regarding ViatriS health and safety performance are key to our ability to continuously improve our health and safety performance. We foster openness and dialogue on EHS matters with key stakeholders, both internal and external, communicating risk, performance, and progress.

## **Prevention of Injuries and Incidents**

- We conduct risk assessments and prioritize our resources to eliminate or reduce risk through risk mitigation efforts. We address workplace risks that could lead to severe injuries or fatalities, and we follow the hierarchy of controls, seeking elimination of the risk, substitution, or engineering controls over administrative controls and personal protective equipment when feasible.

## **Proactively Protect Colleagues, Contractors, and Other Stakeholders**

- We provide a safe and healthy workplace through comprehensive health and safety management systems, planning, risk assessments, and hazard identification education. Our risk assessment program enables us to understand potential risks to colleague health and safety so that we can proactively manage those risks and protect our employees, contractors, and other stakeholders.
- Our hazard identification program emphasizes through training and communication that all incidents are preventable and empowers everyone to protect themselves and their colleagues by identifying and reporting hazards before they cause an incident.
- Across all locations, we are committed to protecting contractors and visitors. They are covered by site-specific EHS policies and procedures, and we track the safety performance of our contractors through established guidelines, pre-screening, and training.

## **Promote Personal Responsibility Through Training**

- Through training and communication, we promote and maintain a work environment in which everyone is responsible for their own safety and that of their colleagues. Regardless of whether someone is a contractor or full-time employee, we train and empower everyone to speak up and take action to prevent an incident from occurring. Our training program ensures that all colleagues, contractors, and other stakeholders are equipped with the knowledge they need to stay safe while carrying out our mission.

## **Collaborate with Suppliers**

- As a member of the Pharmaceutical Supply Chain Initiative, we engage and work with our sector and suppliers to convey our expectations and share good practices to partner in the continuous work of improving health and safety performance. We work with suppliers and other business partners to embed health and safety expectations in our supplier engagement wherever possible.

## **Provide Tools for Colleagues to Help Manage Their Overall Health and Well-Being**

- Our commitment to helping people live better worldwide begins with our own Viatris colleagues. We offer a wide range of benefits and programs that are locally customized to meet the unique needs of employees to help them achieve what matters most, including education and activities designed to help employees and their families live a healthy lifestyle.