

ASPEN PHARMACARE HOLDINGS LIMITED AND ITS SUBSIDIARIES

**(“ASPEN”, “THE GROUP”, “ASPEN GROUP COMPANIES”, “THE
COMPANY”)**

GROUP HEALTH & SAFETY POLICY

1. Purpose:

The Aspen Group Health & Safety Policy serves to express our commitment to the protection of personal health and safety and provides a framework for:

- 1.1. Advocating accountability for responsible health and safety management
- 1.2. Supporting the Sustainability Development Goals (SDGs) for decent work and economic growth
- 1.3. Ensuring health and safety legal compliance
- 1.4. The development and implementation of recognised systems for health and safety management for the prevention of injury, illness and disease
- 1.5. Engaging and consulting with internal and external stakeholders to foster open dialogue on health and safety matters of interest and concern
- 1.6. Promoting a culture of continual improvement to enable sustainable excellence in health and safety performance

2. Scope:

- 2.1. This Policy extends to all business entities within the Group. Management at each reportable segment of the Group is responsible for the effective implementation of the Policy as relevant and appropriate to their operating entity.

3. Principles:

- 3.1. The following fundamental principles provide the foundation on our approach to the provision of decent work:
 - 3.1.1. Demonstrating visible leadership that promotes a positive and resilient culture of care.

- 3.1.2. Integration of health and safety management into our business practices and strategies.
- 3.1.3. Translating relevant strategic business and sustainability objectives into measurable health and safety KPIs that support value creation through our human capital.
- 3.1.4. Promoting a mindset of “beyond compliance” to enable excellent health and safety performance and continual improvement.
- 3.1.5. Publicly disclosing our health and safety philosophies and beliefs as position statements that reinforce our commitment to sustainable growth.
- 3.1.6. Providing Group standards and guidance on the required health and safety practises to our business leaders and the relevant functional units to enable sustainable excellence in health and safety performance.
- 3.1.7. Implementing health and safety management systems to provide a framework for managing health and safety risks and opportunities.
- 3.1.8. Extending our commitment to high ethical and labour standards to third parties.
- 3.1.9. Building credible relationships by engaging and partnering with our stakeholders through transparent dialogue, reporting and disclosure.

4. Commitments:

- 4.1. We will achieve our commitment to creating a safe and healthy work environment through the following key principles:
 - 4.1.1. The provision and maintenance of workplace infrastructure and facilities to ensure safe working conditions for worker well-being and human dignity.
 - 4.1.2. The prevention of workplace injuries, illness and diseases through the application of a hierarchy of risk control measures focusing on the elimination and reduction of workplace hazards and associated risks.
 - 4.1.3. Ensuring that critical process equipment such as pressure equipment, lifting equipment, electrical installations and racking systems are designed, maintained and tested according to recognised industry standards and regulations.
 - 4.1.4. Compliance with internal and external obligations as well as requirements to voluntary subscriptions for programmes that govern workplace health and safety. Continual independent evaluation of compliance to health and safety obligations are performed for stakeholder assurance.
 - 4.1.5. Ensuring robust processes for the control of major accident hazards, and the communication and testing of associated emergency protocols are implemented and maintained.

- 4.1.6. Consideration of the best available technology to protect workers from exposure to chemical substances which is an inherent high risk of the organisation. We aim to eliminate and reduce chemical and product exposures through suitable workplace design for high containment.
- 4.1.7. Implementation of formal systems for design and change management to ensure a holistic approach to risk identification and control at the conceptual phase of all projects.
- 4.1.8. Prevention of high consequence injuries through strict enforcement of energy isolation and permit to work systems for identified high risk activities.
- 4.1.9. Eliminating confined space entry or ensuring that safe systems of work are implemented and maintained, and contingency measures are identified and periodically tested.
- 4.1.10. Prevention of ergonomic injuries and diseases through the anticipation, identification, quantification and control of risks associated with the interaction between workers, tasks and the working environment.
- 4.1.11. Implementation and maintenance of an occupational health programme to ensure safe worker placement, fitness for work and periodic medical surveillance for early detection of any possible occupational illnesses and diseases.
- 4.1.12. Ensuring access to structured employee wellness programmes, to promote and improve holistic health management for all workers, is readily available.
- 4.1.13. Implementation of a third-party contractor management programme for the identification, evaluation and control of health and safety risks associated with external contractors and sub-contractors, and protection of all parties entering the workplace.
- 4.1.14. Enhancing health and safety training and continual awareness for our employees and external contractors to encourage responsible health and safety practices in the workplace.
- 4.1.15. Continual measurement of health and safety behaviour at all levels within the organisation to inspire all employees to contribute to sustainable development as an ethical responsibility and to focus on resilience through continual performance improvement.
- 4.1.16. Establishing and reporting on our health and safety KPIs and targets for transparent disclosure.

5. Sustainability:

Through the consistent application of our fundamental and key health and safety principles by each business in the Group, Aspen strives towards securing a more sustainable future and improving the Group's responsible corporate citizenship.