

# Xellia - EHS Policy



## SAFETY CULTURE

Safety is our foundation. We will ensure high standards to protect our employees, the environment, and our communities.



## COMPLIANCE

We will comply with the law and the spirit of the law. We will at any time comply with all rules and regulations.



## PERSONAL RESPONSIBILITY

If you see it you own it. We will hold each employee accountable for working in a safe environment.



## TRANSPARENCY

We commit to an open dialogue with our stakeholders, neighbors and the authorities. We will disclose reports and other information to all relevant parties.



## INTEGRATION

We will integrate EHS into everything we do, and ensure that safety will never be compromised by any business goal.



## ENVIRONMENTAL IMPACTS

We will continually improve our environmental performance. We will always ensure environmentally responsible and correct waste solutions, and optimize the use of energy and raw materials to protect the environment.



## TRAINING

We will educate all employees on all applicable workplace safety and hazard standards.



## INJURIES AND INCIDENTS

We believe all serious injuries and environmental incidents are preventable, and will work proactively to avoid any accident.

All of Xellia Pharmaceuticals production sites are ISO 14001 and OHSAS 18001 compliant. As an environmentally aware company, our focus is on how we use our resources. It is our duty to protect our employees' safety and health and to take responsibility for our environment.

Kind Regards

**Carl-Ake Carlsson**

