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# Your world leading CDMO.

## Corporate Occupational Health & Safety Policy

PCI views Occupational Health & Safety (OH&S) as an integral part of our corporation and business processes across the globe. Occupational Health & Safety is the highest priority for our business and its continued success.

This statement represents the corporate commitment by PCI to ensure that all of our sites are compliant to local legislation and any other applicable standards. PCI strives for continuous improvement in Occupational Health & Safety. We empower our employees across the globe to collaborate and share best practices.

### In order to achieve this, PCI will:

- Develop and implement robust OH&S programs that: comply with legislation, protect our employees and all other interested parties
- Strive to prevent all occupational injuries and ill health/illnesses
- Focus on best practices to drive continuous improvement utilizing risk assessment and mitigation programs
- Constantly work to build and improve our safety culture through employee engagement and open communication
- Establish and monitor OH&S Key Performance Indicators at a Corporate and local level and address trends
- Support the Global Safety Team in order to ensure collaboration in all aspects of OH&S

### Each and every one of our employees plays a critical role in meeting this commitment by:

- Taking personal responsibility for their safety and the safety of others
- Taking personal responsibility for their safety and the safety of others
- Immediately reporting OH&S related incidents, hazards, and concerns
- Taking action when an unsafe behavior or condition is observed
- Abiding by PCI OH&S policies, procedures, and programs

**Occupational Health and Safety is our highest priority.**

A handwritten signature in black ink, appearing to read 'Brad Payne'.

**Brad Payne**  
Chief Operating Officer

### NORTH AMERICA

BEDFORD | BOSTON | BURLINGTON | MADISON | MISSISSAUGA | PHILADELPHIA | ROCKFORD | SAN DIEGO

### EUROPE

BERLIN | BRIDGEND | DUBLIN | HAY-ON-WYE | LEÓN | TREDEGAR

### ASIA PACIFIC

MELBOURNE