



Health and Safety Policy

Global Policy for
Swedish Orphan Biovitrum Group

Policy owner:
Global Human Resources



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1. Purpose and scope

This policy is an extension of the Sobi Code of Conduct and states the basic principles for managing Occupational Health and Safety (OHS) within all Sobi operations and Sobi's sphere of influence.

2. Principles

According to our Code of Conduct, you can expect a safe and healthy workplace at Sobi – a workplace that provides a sustainable environment for all of us.

Our main OHS guiding principles are as follows:

- Risk assessments are a part of our preventative work.
- Country/entity managers have a responsibility to understand how their activities influence the health and safety of employees, consultants, contractors, and visitors. They must take appropriate action to prevent accidents or ill health.
- In the event of an incident or an accident, we learn by analysing what went wrong, and put actions in place to make the workplace safe and healthy.

3. Way of working

Securing a safe and healthy workplace requires a systematic approach, as well as structured and continuous work, led by country/entity managers and people leaders. This way of working follows a continuous cycle of planning and target-setting, execution of defined actions, monitoring of performance and taking corrective actions.

3.1 Planning and target-setting

- Adequate and competent OHS resources should be available within the organisation. It is recommended that each Sobi entity appoints OHS representative(s).
- OHS risks and opportunities should be identified, understood, and managed effectively.
- Applicable OHS competence requirements should be clearly defined and confirmed.
- Monitoring of local OHS legal requirements should be in place to ensure continuous compliance.
- OHS targets and action plans should be established.

3.2 Execution

- It should be ensured that OHS risks are understood and handled before the suggested changes are approved.
- Employees, third parties and visitors should be made aware of OHS risks connected to our business through training or awareness programmes.
- Workplaces should be designed and maintained so that our health and safety is protected.
- Plans for emergency situations should be made.

- OHS events (incidents and accidents) should be reported and investigated according to local procedures. OHS risks arising from misconduct should be reported as described in the Whistleblower and investigations policy.
- OHS data and documents should be handled according to applicable requirements.

3.3 Monitoring

- Sites may establish local self-assessment programs.
- OHS event handling routines should be implemented and reviewed annually together with the country/entity management.
- Follow-up of targets should be done regularly according to an established process.
- Where applicable, risk-based evaluations should be performed with external parties covered by this policy to ensure that they understand and maintain Sobi's values and OHS expectations.

3.4 Corrective actions

- OHS performance and efficiency should be reviewed regularly with the country/entity management.
- OHS events should be reviewed, and learnings integrated.
- Improvement plans should be developed and reviewed regularly to enable continuous improvements.

4. Governance

Country/entity management has authority over and responsibility for health and safety and OHS tasks may be delegated successively. Management at all levels should always strive to develop and promote a "healthy and safe workplace" culture in the organisation.

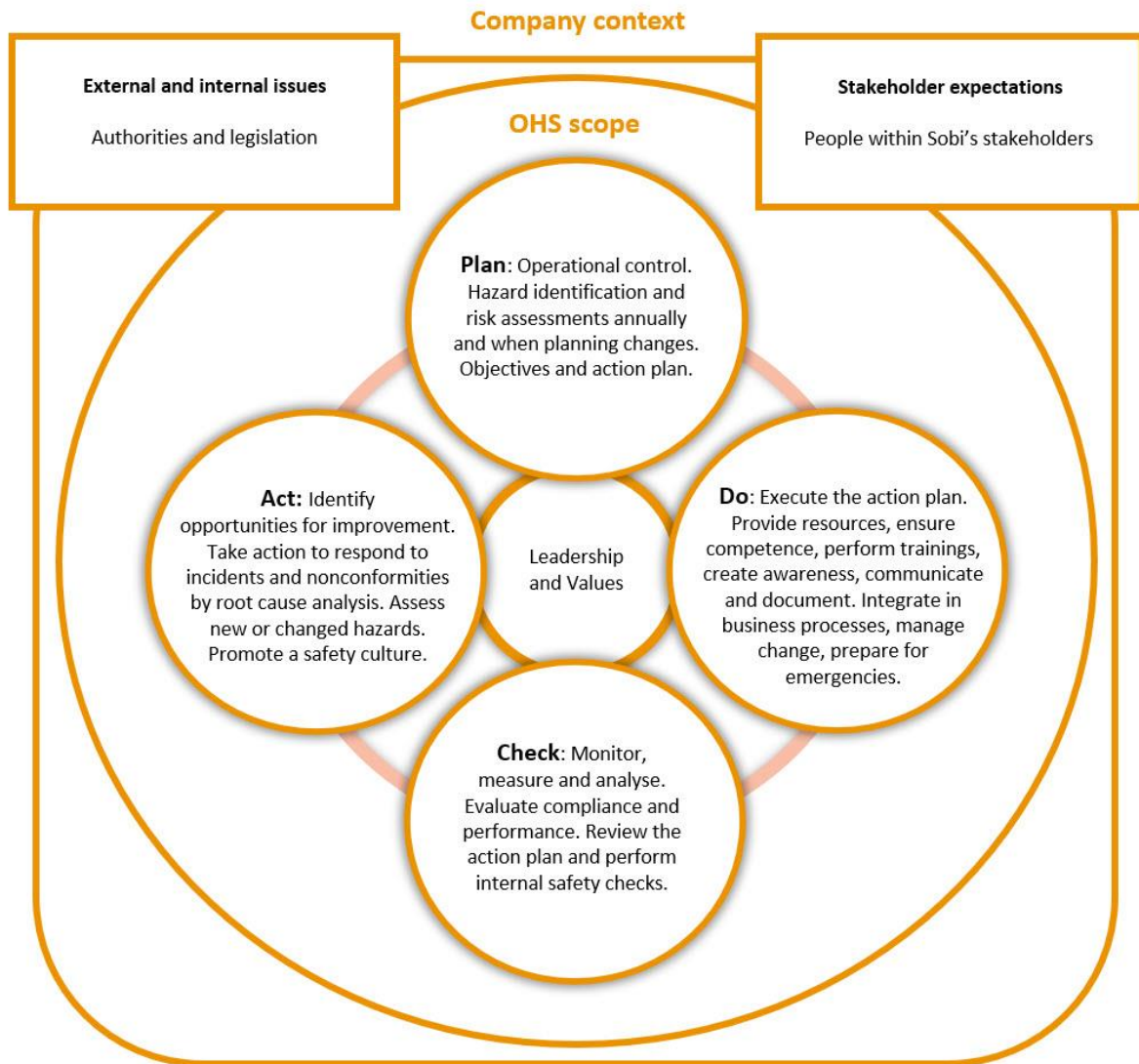
5. Reporting and Disclosure

Reporting on matters of OHS helps create awareness of the issues and provides Senior Management with the possibility to track performance. Sobi will report publicly on the Company's OHS performance on at least an annual basis. The annual reporting will be finalised in conjunction with the Annual and Sustainability Reports.

6. References and related documents

6.1 The PDCA (Plan, Do, Check, Act) cycle

The PDCA (Plan, Do, Check, Act) cycle is a visualisation of the continuous work that brings OHS improvements and helps structure the work. The steps in the PDCA constitute Sobi's way of working.



6.2 Related documents

- Sobi Code of Conduct
- Sobi Partner Code of Conduct
- Whistleblower and investigations policy VV-QUAL-POL-00048