

	TITLE: ENVIRONMENTAL HEALTH & SAFETY GLOBAL EHS POLICY	DOC #	EHS 001
		REV. / Date	002 / 9 Nov. 2023
		DEPT. OWNER:	EHS

Policy Statement:

Halozyne is committed to protecting the environment, health and safety (EHS) of our employees, visitors, clients, and the public. Our EHS working philosophy aligns with our Corporate Environmental, Social, Governance program (ESG) philosophy and requirements.

We maintain management systems designed to ensure compliance with applicable laws, regulations and company requirements, and which support the integration of EHS into our business processes.

Halozyne is committed to the protection of human health and reduction of pollution. We strive to identify and eliminate negative EHS impacts associated with our facilities, activities, services, and products throughout their lifecycle. Halozyne partners with our key suppliers to ensure our philosophy and practices are aligned.

We commit to continual improvement of our EHS management systems and performance. We establish EHS objectives and targets, conduct management systems and performance evaluations, and periodically review results to continuously improve our EHS management system.

Halozyne leadership, including the office of the CEO, Helen Torley is active and engaged in supporting and implementing our EHS programs. Our employees are supported and responsible for integrating EHS considerations into their daily work activities.

- **1.0 PURPOSE**
 - The purpose of this document is to define Halozyne global policy related to Environmental Health & Safety (EHS).
- **2.0 SCOPE**
 - This policy applies to all work sites or locations operated and controlled by Halozyne This policy defines the philosophy, principals, and standards by which the Halozyne EHS management system is employed.
 - Halozyne discloses this Global EHS Policy publicly and to key suppliers.
- **3.0 APPLICABLE DOCUMENTS**
 - Each Halozyne site shall maintain an accessible and accurate EHS document management system

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• 4.0 DEFINITIONS/ACRONYMS

- Environmental Health and Safety (EHS) Management refers to the business practices that protect regional environmental health, and the safety and health of affected personnel. Halozyne recognizes that effective EHS Management requires well defined systems and processes.
- An EHS Management System (EMS) is the systematic approach to achieving our EHS objectives. This includes processes for, risk assessment & hazard identification, regulatory compliance, information delivery & training, document management, performance management, policies & procedures, cultural and stakeholder participation.
- EHS Culture refers to Halozyne organizational values, beliefs, and personnel empowerment that define our journey to EHS excellence.
- Environmental, Social, Governance program (ESG) is the subset of non-financial performance indicators which include ethical, sustainable and corporate governance to ensure accountability and management of our organizations impact on the environment and societal wellbeing.

• 5.0 RESPONSIBILITY

- Each Halozyne controlled site is required to comply with the EHS Global Policy and may also have a similar site based general policy.
- Each Halozyne site shall have at least one dedicated and/or collateral duty personnel responsible for ensuring the EHS program is implemented and dynamic per the needs of the site activities.
- The Halozyne Director of EHS & Facilities Management is responsible for providing corporate EHS guidance to dedicated site personnel.

• 6.0 PROCEDURE

- Regulatory Compliance and EHS Standards
 - Regulatory compliance is foundational to our license to operate and is a prerequisite for EHS excellence. Halozyne is responsible for determining and complying with all global, federal, state, and local EHS regulatory requirements applicable to its operations.
 - An EHS regulatory compliance calendar shall be maintained by each site to clearly list regulatory license and permit requirements per agency and include the frequency of renewal. Or other compliance action(s), such as inspections and fees.

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- EHS Documentation: Each Halozyne site shall establish and maintain an EHS document management system that allows users to easily locate current and historical EHS records. Such as regulatory information, employee exposure, injury and illness records, employee training, and auditing findings.
 - Each site shall determine if a written program, policy, and/or procedure is necessary for a site activity. When necessary, this document shall be maintained in accordance with good document management practices.
 - Maintaining Compliance; Each Halozyne site shall have an internal auditing system designed to periodically check compliance of the entire site operations. A formal report of this inspection shall be developed and maintained. Noted corrective actions shall be resolved within in a reasonable period. Halozyne corporate EHS may perform audits to ensure compliance with this global policy.
- EHS Culture, Training, and Engagement
 - EHS Culture: We actively promote an EHS culture of caring, accountability, proactivity, learning, transparency, and inclusion. While procedures, systems, and engineering controls play an important role in creating a safe and environmentally sustainable work environment, our daily behaviors influence their effectiveness. We encourage employees to report to management any behavior or condition inconsistent with this position and to express ideas on how we may improve our EHS performance.
 - EHS Training: Each site shall have a formal EHS training system designed to provide required information, education, and learning to relevant personnel as required by applicable regulations and potential hazards. EHS training is mandatory for all new employees as applicable to their job responsibilities and will clearly communicate the importance of Halozyne EHS culture. Each site shall have a contractor and visitor safety policy and related EHS training program where applicable.
 - Engagement: Each site shall establish and maintain a formal site EHS working group or committee that is empowered to evaluate EHS performance, communicate information, and implement EHS program improvements. This group shall meet at least quarterly and maintain meeting records.
 - Sustainability and Environment
 - Halozyne has developed a corporate ESG program. Each site shall recognize the principles and act in accordance with the Halozyne ESG program.
 - We have developed, and continue to refine, our network of key supply partners who are safe and environmentally responsible and define requirements with the applicable agreements and through periodic EHS audits.

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- Halozyne will minimize waste and emissions, reuse and recycle materials, promote renewable energy use, reduce greenhouse gas emissions and conserve energy and water wherever feasible to minimize our impact on the environment.
- Risk Assessment, Incident Investigation and Emergency Preparedness
 - Each Halozyne controlled site shall have a system or routine methodology to assess safety and compliance risk associated with site activities and processes. Assessments shall occur for new activities, materials, and processes as well as when relevant change occurs. Risk assessments and mitigation steps shall be documented as well as associated employee training.
 - Incident reporting and investigation: Each site shall have an EHS incident reporting system. EHS incidents shall be documented with a formal incident report. Such incidents are subject to investigation, including root cause analysis of human and organizational factors to ensure appropriate corrective actions are identified to prevent recurrence.
 - Emergency preparedness: Each site shall maintain an effective Emergency Action Plan or equivalent program. This plan shall include procedures and employee training for addressing site and regional emergencies. At a minimum the site plan shall address, natural disasters, fire, accidents, and medical emergencies.
- Managing and Monitoring EHS Performance
 - Each Halozyne site shall have a system for establishing EHS performance objectives and routinely measuring performance. Halozyne has a basic expectation of continuous improvement where employee health and safety and the natural environment is concerned.
 - Occupational Health and Safety performance objectives may be established utilizing most recent and relevant Bureau of Labor Statistics (BLS) Total Recordable Incident Rates (TRIR) and Day Away from Work , Restricted, and Transfer of Duty Rates (DART). An OSHA 300 Log must be completed and posted in accordance with state and/or federal OSHA requirements.
 - Each site shall track EHS performance and trends. The site EHS personnel and site leadership shall be proactive, and reactive to immediately correct performance concerns.
 - At least annually, each site shall provide a report that demonstrates site EHS trends and overall performance.