

**HALEON**

# **Environment, Health, Safety and Wellbeing**

Our Haleon policy



## **Purpose & Scope**

Our purpose is to deliver better everyday health with humanity by going beyond, doing what matters most and keeping it human.

Nothing is more human than keeping one another safe, healthy, and well. This is why we are dedicated to doing the right thing and ensuring that our people, who are helping improve the health of others, go home healthy, safe and well themselves. We take care of each other.

This policy describes our commitment, requirements and responsibilities for the health, safety and wellbeing of our people; contractors; protecting our assets and the environment by taking an enterprise view; and ensuring visible leadership commitment. We do this through establishing an effective control framework and by embedding a strong safety culture throughout the business.

In every country in which we operate, we are committed to:

- providing and maintaining healthy and safe workplaces, plant, equipment and working conditions for the prevention of work-related injury, ill health, or damage to the environment.
- providing and maintaining a EHSW management systems which includes written standards (standards, guidelines, and tools) for all aspects of Haleon operations including contractor management.
- providing and maintaining a framework for setting meaningful environment, health, safety, and wellbeing (EHSW) targets and objectives to develop a zero-harm culture and benchmark reduction in reportable incidents with a priority on preventing significant events.
- fulfilling legal requirements and other requirements that govern our operations.
- identifying and mitigating or eliminating all workplace hazards, including psychosocial hazards, and reducing EHSW risks
- ensuring EHSW is integrated into all our business planning and decision-making processes.
- building culture and behaviors where leaders learn how to be an effective leader in health, safety & wellbeing.
- Ensure that our staff and contractors receive relevant EHSW risk-based training which includes hazard identification and how to assess risks.
- continual improvement of our management system to deliver better performance.

- 
- Ensure that emergency response preparedness is in place and tested.
  - Performing independent business monitoring (audits) of our sites, on a three-year cycle.

We do not compromise on health, safety, wellbeing, or the environment. Any violation of this policy may result in disciplinary action, up to and including dismissal. It is therefore extremely important that all Haleon employees familiarise themselves with this policy and strictly adhere to it.

This policy is communicated, implemented and available within Haleon, and regularly monitored to ensure that the objectives are achieved.

This document has been endorsed by the Haleon Leadership Team.

It will be reviewed and, revised in the light of legislative or organisational changes.

This policy applies to all Haleon employees, contractors, contracted third parties acting on our behalf, complementary workers, and visitors to our sites.

## Requirements

### Global requirements

Haleon provides and maintains a Global EHSW Management System to manage the risks to our business from EHSW issues. It comprises:

- This policy document, EHSW objectives, and responsibilities for EHSW and Control arrangements;
- Global Environmental Health and Safety (EHS) and Engineering Standards, Technical Support Documents, Guidance and tools which sets out our company EHSW practices and processes;
- Global improvement programmes and targets and
- Global performance monitoring, auditing and reporting arrangements for all Haleon operations.

## **Business unit and site-level requirements**

All Haleon Business Units (BUs) and sites will be required to maintain written procedures and/or work instructions that ensure all of the following:

- (i) Compliance with Global EHS and Engineering Standards;
- (ii) identification, management and control of applicable EHSW risks and operational hazards; and
- (iii) compliance with applicable legal and regulatory requirements. In cases where a legal or regulatory requirement conflicts with a Global EHS and Engineering Standards, the BUs and sites must comply with the stricter requirement.

## **Governance**

The EHS management system follows the Haleon Internal Control Framework (ICF), which includes the following elements:

- Risk Assessment – identification of hazards and risks with defined controls.
- Written Standards – EHSW and Engineering standards, guidelines and tools.
- Communication – Having meaningful EHSW conversations with management, staff, complimentary workers and contracted third parties.
- Training – Provision of EHSW risk-based training including hazard identification and risk assessment.
- Control Monitoring – undertake regular workplace monitoring to ensure controls are working as defined.
- Responding to problems – Undertake incident investigation and reporting to determine root cause and put in place both Corrective Actions and Preventative actions (CAPA) to prevent recurrence.
- Discipline and Enforcement – Take appropriate and proportionate action for intentional health and safety violations, as we take care of one and other in Haleon.
- Independent Business Monitoring – Perform independent audits at regular intervals to ensure compliance against Haleon EHS and Engineering standards. Tracking CAPAs and risk reduction through to closure.
- Governance and Oversight – Tiered EHS Councils for escalation, decisions and reviewing performance.

EHSW risks are managed through a tiered governance structure that covers both business and functional units. This enables the appropriate level of oversight of risks, as well as our performance in managing them.

Tier 1 – Site level EHSW Council

Tier 2 – Regional EHSW Council

Tier 3 – Business Unit (Quality Supply Chain, R&D, Commercial) EHSW Council

Tier 4 – Haleon Executive Team EHSW Council

The Haleon EHSW Policy Statement set out below must be signed and approved by the Site Director or equivalent person and prominently displayed and communicated.

### **Environment, Health, Safety and Wellbeing policy statement**

Our purpose is to deliver better everyday health with humanity by going beyond, doing what matters most and keeping it human.

Nothing is more human than keeping one-another safe, healthy, and well. This is why we are dedicated to doing the right thing and ensuring that our people, and contractors who are helping improve the health of others, go home healthy, safe and well themselves. We take care of each other.

Haleon's overall Environment, Health, Safety and Wellbeing (EHSW) objective is to provide a safe and healthy work environment by ongoing effective management to reduce and control our risks, including psychosocial risks, so that our people and the environment are protected from being physically or mentally harmed.

We understand that this encompasses more than just having good procedures, systems and processes in place to minimise the risk of work-related injuries, occupational ill-health and environmental damage.

Haleon employees, visitors, complementary workers and contracted third parties are expected to comply with the life-saving rules, site rules and safety procedures and report hazards and behaviours that pose a risk to people, property and the environment through the appropriate channels.

---

Haleon employees, complementary workers and contracted third parties must be alert to potential hazards and risks associated with the activities that they carry out and to act appropriately to protect themselves and others. Prior to starting work, risk assessments are to be communicated and the appropriate controls put into place and understood by those impacted.

Specifically, we are committed to achieving this by ensuring effective controls are in place and in use at all our locations around the world in line with Haleon's purpose and values.

***Safe businesses perform better***

- Clearly document responsibilities for EHSW at work.
- Provide a leadership safety and wellness culture where Environment, Health, Safety and Wellness behaviors are reinforced, recognised and rewarded throughout the organisation.
- Provide and maintain documented procedures/safe systems of work to establish and maintain a safe and healthy working environment for Haleon employees, complimentary workers, and contracted third parties.
- Provide and maintain arrangements for the safe use, handling, storage and transport of articles and substances.
- Implement corrective and preventative actions where incidents, accidents or occupational ill-health cases occur, and monitor their effectiveness.
- Provide and maintain emergency response preparedness procedures and ensure that they are regularly tested.
- Employee wellbeing is integral to a high performing organisation and is part of the everyday employee experience.

***Safety, health, environment & wellbeing is a moral and legal obligation for all operations conducted in Haleon facilities***

- Maintain legal registers and ensure compliance.
- Develop and implement up to date health and safety risk assessments.
- Identify, mitigate and eliminate hazards and reduce EHSW risks.
- Protect the environment by understanding and controlling emissions to air water and soil.
- Monitor, investigate and report all incidents, accidents and occupational ill-health cases & ensure the learnings are disseminated & embedded.
- Provide arrangements for emergency response/evacuation, first aid, & ensure occupational health and wellbeing services are promoted.

- 
- Ensure employees are aware and know how to access the wellbeing support programmes & services available.
  - Ensure that all employees model the behaviors & actions required to build a strong EHSW culture.

***Our people, consumers and investors rightly expect it***

- Consult and ensure participation of our employees, complementary workers and third parties, and where they exist, employees' representatives or other relevant stakeholders.
- Provide essential health and safety information, instruction, training and supervision to our employees and others working on behalf of Haleon where appropriate.
- Provide and ensure the mandatory use of personal protective equipment (PPE).
- Provide health and safety arrangements for contractors and visitors following EHS and Engineering standard Management of Contractors and Visitors. This includes:
  - Pre-screening and selection.
  - Access management to Haleon facilities.
  - Operating guidelines on contractor safety management.
  - Contractor oversight, including contractor performance against targets and contractual agreements.
  - EHSW training for contractors.
  - Incident and investigation reporting.

We provide the correct leadership, management, and resources to enable this to happen, with everyone who works for us having essential roles and responsibilities to ensure we take care of ourselves, each other, and the environment.

All Haleon employees and third parties have access to, and a basic understanding of, this policy. It is also available to interested parties, as appropriate.

## Roles and responsibilities

Role	Responsibility
The Head of Quality and Supply Chain	<ul style="list-style-type: none"> <li>As the principal enterprise risk owner for EHSW, will ensure governance, resources, reporting responsibilities and oversight to effectively manage the EHSW risk.</li> </ul>
VP Engineering and Wellness, Health & Safety to establish	<ul style="list-style-type: none"> <li>Monitor and manage EHSW risks within the business/function in compliance with the global EHS management framework, including EHS &amp; Engineering Standards, guidance, tools, templates and training.</li> </ul>
Business Unit (BU) General Managers, Leaders and Site Leaders	<ul style="list-style-type: none"> <li>Take on day-to-day responsibility and accountability for EHSW management, including provision of appropriate EHSW governance structures and competent, capable resources.</li> </ul>
Line Managers	<ul style="list-style-type: none"> <li>Ensure that the requirements of this Policy Statement are in place, understood and implemented in the area(s) under their responsibility/control.</li> </ul>
Haleon Employees at all levels, complementary workers and contractors/visitors	<ul style="list-style-type: none"> <li>Be responsible for their personal health, safety and wellbeing and the safety of others by following the life-saving rules, local site rules and safety procedures.</li> <li>Report hazards and incidents through the appropriate channels.</li> </ul>
Local EHS Team	<ul style="list-style-type: none"> <li>Implement and maintain the local EHS Management System including local procedures, guidance, tools, templates and training and escalate risks and emerging trends through appropriate channels.</li> </ul>



- 
- Provide local EHS Subject Matter Experts and Duty Holders to support high severity risk programmes.

---

Employee Health & Wellbeing (EHW) Team

- Provide a global Occupation Health (OH) governance framework.
- Promote & educate people to take a holistic view of health & wellbeing in line with our new culture and the everyday employee experience.

---

## **Regulations**

This document applies to all countries where Haleon operates, including any country with a legal requirement to maintain an EHSW Policy.