



GLOBAL POLICY FRAMEWORK (GPF)

AZ STANDARD - SAFETY, HEALTH & ENVIRONMENT (SHE)

(ENGLISH)

KEY PRINCIPLES

- We all have a role to proactively lead in SHE.
- SHE risks are identified, mitigated and managed through appropriate controls.
- We speak our minds and report SHE matters
- We are committed to learning from SHE events, for example, accidents, near misses etc.
- We utilise an effective SHE Management System to ensure continuous improvement.

1. WHY IT MATTERS AND TO WHOM

This Standard sets out the principles central to Our Workplace under AstraZeneca’s Code of Ethics and Global Policy Framework (GPF), together with the OneSHE Framework, this document outlines the requirements for processing Safety, Health and Environment (SHE) at AZ.

This AZ SHE Standard is applicable to all Employees, Temporary Staff and Contractors across AZ sites and all business areas/functions.

We are committed to providing a work environment that is both physically and psychologically safe for everyone. We proactively manage our environmental impact across all our activities and products.

We are committed to maintaining or exceeding compliance with all company, legal and regulatory requirements in the locations in which we operate. We work in a transparent and ethical manner maintaining good relationships with regulators and ensuring we are welcome as contributors in the communities in which we operate.

2. WHAT YOU NEED TO KNOW AND WHY

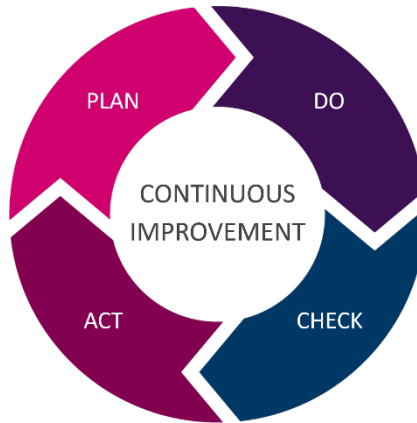
This AZ SHE Standard, together with the OneSHE Framework establishes minimum standards for SHE. Maintaining a safe work environment, healthy employees and protecting the environment enables AstraZeneca to live its values and be a Great Place to Work. SHE is foundational to delivering medicines, protecting our assets and putting patients first.



3. REQUIREMENTS

3.1 What Is It?

SHE risks, opportunities and performance are managed through the use of effective management systems utilising the Plan, Do, Check, Act processes to ensure continuous improvement.



3.2 Why and How We Do It

Successful SHE management is achieved by engaging throughout the organisation. This requires effective leadership, teamwork, open communication and commitment from every employee to care about ourselves, our colleagues, our workplace, our community and our environment.

3.2.1 Plan

- Adequate and competent SHE resources are embedded in the business.
- Competence requirements are clearly identified and confirmed.
- Risk assessments include Subject Matter Experts (SMEs) and the people doing the work to establish SHE control measures.
- SHE risks and opportunities are identified, understood and effectively managed through review of SHE Risk Registers.
- Compliance obligations, including OneSHE Framework standards and procedures, are documented and maintained in Legal registers.
- SHE objectives and action plans are established.

3.2.2 Do

- SHE risks are considered and mitigated in accordance with the hierarchy of controls. Workplace SHE controls are in place to meet the requirements of this Standard, the OneSHE Framework and applicable regulatory requirements.
- Training, learning and awareness programmes ensure employees, third parties and visitors are aware of SHE risks associated with business activities. Please refer to **SHE: Everybody's Business** training, **SHE: Own Your Business** Line Manager training and **Stress Management** learning see References in Section 5.
- We build and maintain our workplaces in a manner that is protective of the health and safety of people and the environment. Sustainability reviews are performed for all capital projects to minimise the impact to the environment.

- Emergency action plans are implemented.
- SHE events, including occupational illnesses, are reported, managed and investigated to identify underlying causes and put measures in place to prevent reoccurrence.
- SHE data and documents are managed according to the **Global Retention and Disposal (GRAD) Tool** schedule, please see References in Section 5.
- Change control processes ensure that SHE risks are understood and managed according to the **OneSHE AZ Standard - Management of Change** before approvals for proposed changes are provided, see References in Section 5 for further information.

3.2.3 Check

- Sites support the internal audit program and establish local self-assessment and inspection programs. Processes are in place to ensure effectiveness and timely mitigation of findings.
- The SHE Management System is implemented and reviewed annually with site leadership approval.
- Risk based evaluations are performed with our suppliers and third parties to ensure they understand and uphold AstraZeneca’s values and SHE expectations.

3.2.4 Act

- SHE performance and SHE Management System effectiveness are regularly reviewed with leadership.
- Improvement plans are developed and reviewed annually to drive continuous improvement.
- SHE Alerts & SHE Learnings is an embedded process.

4. RESPONSIBILITIES AND KEY ACCOUNTABILITIES

The Senior Executive Team (SET) shows clear and visible commitment to integrate good SHE management with business decisions and ensure effective resources and governance are in place. The following roles are accountable to provide:

Role Name	Responsibilities
Managers (at all levels)	<ul style="list-style-type: none"> • Assess and manage physical and psychological SHE risks from their activities. • Confirm effective controls are in place. • Ensure employees understand risk and work safely. • Identify changes and assess impact for SHE risk. • Investigate the root causes of incidents and take appropriate corrective and preventive actions. • Engage the workforce in risk assessment and SHE event investigations. • Access and follow competent advice. • Monitor, report and review performance. • Identify and address workplace factors, which can lead to stress and poor wellbeing at work.

	<ul style="list-style-type: none"> • Create a psychologically safe environment where team members feel comfortable and confident, speaking their minds without fear of negative consequences.
Employees, Temporary Employees, Third Parties & Contractors	<ul style="list-style-type: none"> • Understand the physical and psychological SHE risks from their work activities. • Understand and follow controls in place at all times. • Actively participate in the continual improvement of SHE. • Report all SHE events, for example, accident, near miss, occupational health etc., concerns or opportunities for improvement using the AZ SHE System.
Global and Local SHE Team	<ul style="list-style-type: none"> • Competent advice to the business at all levels. • A robust management system to demonstrate compliance and continual improvement. • A Framework to enable effective SHE governance for the business.