

## **Environmental and Occupational Health and Safety Policy**

**According to ISO 14001 and ISO 45001**

The Lake Zurich Research and Development Laboratories of the Transfusion Medicine and Cell Therapies Division of Fresenius Kabi hereby commits itself to protect the environment as the basis of life and provide safe and healthy working conditions and work environment. This includes the prevention of pollution, incidents, work-related injury and ill health. We also commit to the responsible and sustainable use of all resources.

To continuously improve our processes within the integrated management system (IMS) we commit to:

- maintain a safe and healthy workplace for employees to collaborate, innovate, and develop solutions for our customers
- fulfill legal and other compliance obligations
- set objectives with regards to the environmental performance and occupational health and safety (OH&S) derived from this IMS policy
- to act in compliance with corporate policies
- identify environmental aspects and their impacts
- identify, monitor and continually improve environmental impacts and all relevant IMS key performance indicators
- eliminate hazards and reduce OH&S risks
- consider environmental and OH&S criteria when designing or procuring products, machinery, equipment and services taking into account their life cycle and environmental aspects and impacts
- provide the necessary resources and information to set and achieve objectives and targets.

We periodically check and evaluate our IMS policy and all management activities. We will update our policy if we identify any relevant changes in the context of our organization or our compliance obligations.

Employees and workers' representatives will participate and be consulted throughout the implementation and execution of the IMS. They will be trained on IMS related topics to continuously broaden their knowledge regarding OHS requirements, environmental protection, the efficient use of energy and preservation of natural resources. This policy will be communicated to employees and made available to other interested parties.



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Bryan Blickhan  
Executive Vice President, R&D MedTech  
Date Signed: 23 March 2026



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Kristen Flatin  
EHS Management Representative  
Date Signed: 23 March 2026