

Quality, Health, Safety, and Environment (QHSE) Policy

Version: 3.0

Document History

Version	Changes
Version 1.0:	Initial document release.
Version 2.0:	Commitment to the elimination of hazards, continual improvement and transparent communication.
Version 3.0:	Periodic review of the IMS Manual and Executive Titling Framework.

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1. Introduction

1.1 Purpose

Globalpharma is persistent in its commitment to Quality, Health, Safety, and Environment (QHSE). All Globalpharma employees are expected to uphold this commitment by ensuring aiming high standard of quality, personal safety, looking after others, and safeguarding the environment. This policy reinforces Globalpharma's Code of Ethics, emphasizing occupational health, safety, environmental compliance, and sustainability.

1.2 Scope and Applicability

Scope: The policy has a global reach.

Applicability: Applicable to all Globalpharma employees, contractors, and third-party representatives across all Globalpharma-owned or controlled workplaces.

1.3 Roles and Responsibilities

- **Employees:** Must be aware of and comply with this policy.
- **Line Management:** Accountable for QHSE performance within their areas, promoting QHSE policy awareness, and escalating significant compliance breaches.
- **Operations QHSE:** Implements QHSE programs, sets performance targets, and upholds QHSE governance.
- **Human Resources:** Provides support for employee wellbeing programs.

2. Core Principles

- 1. Quality Assurance:** Establish and maintain commitment to maintaining the highest quality in products and services. Requiring adherence to global quality standards and the continuous improvement of quality management systems, ensuring that products meet or exceed customer and regulatory expectations.
- 2. Employee Health and Safety:** To create a safe and healthy workplace. Programs focus on physical, mental, and social wellbeing, with a strong commitment in eliminating hazards using the 5 steps hazard control methodology and emphasis on identifying, preventing and mitigating risks throughout the product's lifecycle.
- 3. Legal and Internal Compliance:** Establishing and maintaining a QHSE Management System, ensuring that the organization complies with all relevant laws and regulations. Regular audits, inspections and reviews are conducted to ensure adherence, fostering a culture of compliance throughout the organization.
- 4. Environmental Protection:** Committed to minimizing the environmental impact of operations. It includes compliance with environmental regulations, provides framework for environmental objectives, efforts to achieve carbon neutrality and initiative to prevent and reduce the environmental footprint.
- 5. QHSE in production:** Integrating QHSE considerations early in the product/process production stages and engaging in scientific peer review to ensure QHSE standards are met.
- 6. Sustainable Business Partnerships:** Aims to work with third-party suppliers who comply with HSE standards, promoting good QHSE management, and preferring suppliers who are environmentally responsible.
- 7. Continual Improvement:** Setting, reviewing, and updating QHSE performance and objectives and targets, learning from past incidents, and ensuring ongoing training and development in HSE competencies.
- 8. Transparent Communication:** Openly sharing information about QHSE performance and initiatives, aligning with international reporting standards, and engaging stakeholders in QHSE matters. It should be maintained as documented information, communicated within the organization and available to any interested parties
- 9. Employee & Contractors Engagement in QHSE:** Encourages employees and contractors to understand and participate in QHSE processes, including reporting incidents, understanding local requirements, and being involved in risk assessments.
- 10. Worker Participation:** Ensure communication, consultation & participation of workers in QHSE matters.

3. Internal Controls

Employees will lead in the communication and implementation of QHSE policies and procedures while ensuring compliance. The commitments listed are in addition to our basic obligation to comply with Globalpharma's procedures, as well as all applicable laws and regulations where we operate. This Policy shall be regularly reviewed to ensure ongoing suitability.

4. Policy Violations

Violations may result in corrective actions, in accordance with the Globalpharma policies. Incidents of misconduct should be reported to QHSE management and HR, with guaranteed non-retaliation for good-faith reports.

5. Adaptations and Exceptions

None.

6. Definitions

QHSE Management System:	Collection of documents including this policy describing the minimum requirements for effective governance and operational control of significant risks and opportunities
Continual Improvement:	Recurring process of enhancing the QHSE management system, in order to achieve improvements in overall Quality, Environment, Occupational Health & Safety performances, consistent with the organization's QHSE Policy.
Risk:	Overall process of estimating the magnitude of risk and deciding whether the risk is acceptable.

7. Approval



Approved By: HR Head and Administration



Approved By: Chief Technical Officer



Approved By: Chief Executive Officer