

WuXi AppTec Co., Ltd. Environmental, Health and Safety Policy

Our Position

WuXi AppTec Co., Ltd. ("WuXi AppTec", "the Company" or "we") believes that our employees are our most valuable asset. The safety and health of employees are a top priority. Our environmental, health and safety (EHS) leadership is accountable for fulfilling our corporate social responsibilities, including protecting the environment and supporting local communities. We focus on continuous improvement of our EHS performance as we pursue key priorities: zero accidents, no harm to employees, pollution reduction, and achieving sustainable development. This policy applies to all WuXi AppTec operations globally. All employees, contractors, targeted suppliers and visitors to our sites must also comply with this policy.

Our Commitments

- Adhere to all relevant EHS laws and regulations, as well as international, national, and local industry standards and requirements.
- Create a safe, healthy, and environmentally conscious workplace for our employees, contractors, and visitors.
- Evaluate and manage EHS risks associated with all business processes and develop viable action plans with priorities to continuously improve our operations and performance.
- Maintain a culture that encourages open communication and collaboration and considers feedback from relevant internal and external stakeholders.
- Conduct strict oversight of our suppliers, ensuring they comply with all standards set out in our [Supplier Code of Conduct](#).
- Provide and conduct training and awareness programs to ensure employees and contractors are mindful of the EHS risks associated with business activities.
- Engage all employees to help them develop a sense of personal responsibility for environmental protection and for the safety of themselves and others.
- Review our progress against objectives and targets on a regular basis at multiple levels of the organization.
- Protect the environment by preventing pollution, minimizing waste, and promoting conservation.

Our Governance

Our EHS Policy has been reviewed by the ESG (Environment, Social and Governance) Committee to ensure its consistency with our EHS strategy. Our Board of Directors regularly reviews the Company's EHS policy and performance to ensure that relevant rules and activities are implemented and supervised.

This policy is to be regularly reviewed and updated as necessary. First published in June 2022.