

WuXi AppTec Co., Ltd.

Position on Environmental, Health and Safety Management

WuXi AppTec Co., Ltd. ("the Company" or "we") is committed to being a responsible corporate citizen. We integrate our environmental, health and safety (EHS) management system into how we run our business and allocate the resources necessary to ensure that we conduct our operations in an environmentally conscious and safe manner. Our EHS system covers employees, contractors, targeted suppliers, and visitors to our sites.

EHS Compliance and Standards

- Law, Regulations and Standards: According to the Company's guidance of the identification of EHS regulations, we identify EHS laws and regulations and international, national, and local industry EHS standards relevant to our operations, interpret how to apply them, and conduct training accordingly.
- Inspections and Audits: We conduct multiple EHS compliance audits every year including, but not limited to, internal inspections and audits, routine site inspections, performance evaluations and third-party audits. These compliance audits are based on our guidance of EHS inspection and audit management.
- Third-party Management System Certifications: We encourage all manufacturing and research and development (R&D) sites to obtain ISO14001 (Environment Management System) and ISO45001 (Occupational Health and Safety) certifications to ensure excellence and consistency in EHS compliance.

Training and Raising EHS Awareness

- All Employees and Contractors: We actively promote a culture of accountability, proactive learning, and transparency regarding EHS. We provide regular EHS training sessions and examinations for all employees and contractors to enhance their awareness of EHS standards and to implement them more effectively. We also engage our employees and contractors in the implementation and improvement of our EHS system.
- Targeted Suppliers: We provide EHS training for targeted suppliers and help them improve their EHS awareness and capability to ensure they are consistent with our EHS management standards.

EHS Risk Management

- Risk Assessment: We use lifecycle methods to regularly and systematically conduct assessments that identify potential EHS risks based on environmental analysis, hazard identification, compliance obligations, performance, and stakeholder expectations.
- Risk Control: We continuously examine and prioritize risks on a companywide basis, implementing control measures and creating action plans for risk elimination or mitigation.
- Emergency Preparedness: We integrate contingency planning into our operations, with regular reviews and emergency drills to ensure our ability to rapidly respond to and minimize the impacts of disruptive events.

- Reporting and Investigation: We encourage employees to report any EHS non-compliance issues, unsafe behaviors, hazards, and other safety incidents. We conduct investigations based on our guidance of EHS accident report investigation to decide appropriate responses and determine accountability.
- Targeted Suppliers: We review the EHS risks of targeted suppliers regularly and set mitigation measures accordingly. We define our EHS standards and criteria for suppliers in our [Supplier Code of Conduct](#), which specifies the qualifications for EHS performance.

Performance Monitoring and Continuous Improvement

- Strategy and Targets: We have formed an EHS strategy based on the commitments in our [EHS Policy](#). We have identified quantifiable EHS targets and objectives so that we can accurately track our progress in improving EHS performance.
- Performance Monitoring and Continuous Improvement: We monitor and measure progress toward our EHS targets, investigate any incidents or failures to determine the root cause, identify control measures, and incorporate related personnel's EHS performance in their employee appraisals in accordance with our guidance of EHS performance appraisal management. Our ongoing monitoring helps inform our efforts to improve our EHS management system and action plans.
- EHS Transparency: We routinely disclose our EHS targets and performance in our annual [Environmental, Social and Governance Report](#) and encourage both internal and external feedback on how we can improve further.
- Targeted Suppliers: We regularly conduct EHS audits of targeted suppliers to ensure their EHS performance meets our standards and relevant EHS laws and regulations.

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