

**HAL****ON**

# **Environment, Health, Safety and Wellbeing (EHSW) Policy**

## Policy Statement



## **Haleon Environment, Health, Safety and Wellbeing Policy Statement**

Our purpose is to deliver better everyday health with humanity by going beyond, doing what matters most and keeping it human.

Nothing is more human than keeping one-another safe, healthy, and well. Therefore, we are dedicated to doing the right thing and ensuring that our people, who are helping improve the health of others, go home healthy, safe and well themselves. We take care of each other here.

Haleon's overall Environment, Health, Safety and Wellbeing (EHSW) objective is to provide a safe and healthy work environment by ongoing effective management to reduce and control our risks, including psychosocial risks, so that our people and the environment are protected from being physically or mentally harmed.

We understand that this encompasses more than just having good procedures, systems and processes in place to minimise the risk of work-related injuries, occupational ill-health and environmental damage.

Haleon employees, visitors, complimentary workers and contracted third parties are expected to comply with the life-saving rules, site rules and safety procedures and report hazards and behaviours that pose a risk to people, property, and the environment through the appropriate channels.

Haleon employees, complimentary workers and contracted third parties must be alert to potential hazards and risks associated with the activities that they carry out and to act appropriately to protect themselves and others. We take care of each other here. Prior to starting work, risk assessments are to be communicated and the appropriate controls put into place and understood by those impacted.

Specifically, we are committed to achieving this by ensuring effective controls are in place and in use at all our global locations in line with Haleon's purpose & values.

### ***Safe businesses perform better***

- Clearly document responsibilities for EHSW at work.
- Provide a leadership safety and wellness culture where Environment, Health, Safety and Wellness behaviors are reinforced, recognized, and rewarded throughout the organisation.
- Provide and maintain documented procedures/safe systems of work to establish and maintain a safe and healthy working environment.
- Provide and maintain arrangements for the safe use, handling, storage and transport of articles and substances.
- Implement corrective and preventative actions where incidents, accidents or occupational ill-health cases occur, and monitor their effectiveness.
- Employee wellbeing is integral to a high performing organisation and is part of the everyday employee experience.

***Safety, health, environment & wellbeing is a moral and legal obligation***


- Maintain legal registers and ensure compliance.
- Develop and implement up to date health and safety risk assessments.
- Identify, mitigate, and eliminate hazards and reduce EHSW risks.
- Protect the environment by understanding and controlling emissions to air water and soil.
- Monitor, investigate and report all incidents, accidents and occupational ill-health cases & ensure the learnings are disseminated & embedded.
- Provide arrangements for emergency response/evacuation, first aid, & ensure occupational health and wellbeing services are promoted.
- Ensure employees are aware and know how to access the wellbeing support programmes & services available.
- Ensure that all employees model the behaviors & actions required to build a strong EHSW culture.

***Our people, consumers and investors rightly expect it***

- Consult and ensure participation of our employees, third parties and, where they exist, employees’ representatives or other relevant stakeholders.
- Provide essential health and safety information, instruction, training and supervision to our employees and others working on behalf of Haleon where appropriate.
- Provide and ensure use of personal protective equipment (PPE).
- Provide health and safety arrangements for contractors and visitors.

We provide the correct leadership, management, and resources to enable this to happen, with everyone who works for us having essential roles and responsibilities to ensure we take care of ourselves, each other, and the environment.

All employees and third parties have access to, and a basic understanding of this Policy. It is also available to interested parties, as appropriate.

Approval By:	Role:	Approval Date:
	<p style="text-align: center;">CEO &amp; GM Haleon Pakistan</p>	<p style="text-align: center;">20<sup>th</sup> March, 2023</p>