

## Our Commitment to Health & Safety

Accordience is committed to protecting the health, safety, and wellbeing of our employees and those we work with as we serve our clients.

We strive to comply with all health and safety obligations and best practices relevant to our global operations.

We foster a culture where health and safety excellence is valued and enables open and honest communication and consultation with employees and key stakeholders on health and safety matters.

## Our Policy & Responsibilities

### Aim of this policy

The aim of this policy is first and foremost to protect our people. We do so by meeting obligations and best practices relevant to our global operations. This policy establishes how our people, leaders, and businesses should meet such requirements.

### Our collective responsibility

All Accordience employees must be mindful of their own health, safety, and wellbeing, and those of whom they work with.

Looking out for ourselves and each other collectively strengthens the safety and security of the environments in which we work.

### Scope of this policy

Accordience's Health & Safety Policy applies and pertains to:

- All of our locations, divisions, businesses, and affiliates,
- All employees, contingent workers, and contractors, and
- Any service or product delivered to our clients or the patients we at times serve on their behalf.

### Local precedence and business-level obligations

This policy establishes minimum requirements for health and safety management within Accordience.

Our businesses are empowered to introduce additional health and safety measures as and where required.

Accordingly, local health and safety legal obligations must always be met and take precedence over this policy and its associated processes.

Below are specific health and safety management obligations for our key internal stakeholders.

## Group Risk & Compliance

Accordience's Risk & Compliance function will:

- Develop and issue health and safety policies, guidelines, and processes,
- Support Accordience's businesses in implementing and maintaining their health and safety management systems,
- Define and implement health and safety performance measures,
- Participate in business-level health and safety management reviews,
- Conduct health and safety assessments and audits, and
- Drive and support continuous improvements that reinforce a collaborative and proactive health and safety culture.

## Our Leaders and Managers

Accordience's leaders and managers will:

- Establish a "tone from the top" that stresses the importance of the health, safety, and wellbeing of those for whom they are responsible,
- Promote health and safety management and competencies, ensuring awareness of this policy and local health and safety requirements,
- Support the execution of health and safety risk assessments and control enhancements,
- Select business partners who operate in a safe and responsible manner,
- Integrate health and safety into change management processes, and
- Foster a culture of safety, wellbeing, and improvement that includes health and safety monitoring and awareness building.

## Our People and Health & Safety Practitioners

Employees, contractors, and health and safety practitioners across Accordience will:

- Prioritize the health and safety of those they work with,
- Know this policy and related health and safety processes specific to their business or location,
- Complete required health and safety training while achieving the required level of competence,
- Take action where a health and safety deficiency is identified and promptly report health and safety incidents,
- Identify and complete in a timely manner actions within health and safety assessments, audits, or improvement plans, including those relating to work away from our sites, and
- Seek expert health and safety advice if and as required.

This policy, together with supportive internal processes and our Codes and Commitments form Accordience's health & safety framework. Please contact [compliance@accordience.com](mailto:compliance@accordience.com) with any questions pertaining to the specifics of this policy or our framework.

Every day we improve the lives of thousands of patients around the world, thanks to our impactful partnerships throughout the healthcare, pharma and communications sectors. Our people are fundamental to the delivery of these services, and their safety and wellbeing is a key area of focus for us. **Paul Taaffe, CEO Inizio**