

Working environment policy

Purpose The purpose of this procedure is to describe NNE Pharmaplan (NP) working environmental policy.

Area of application This procedure applies to any employee and internal consultant (IC) working in NP worldwide.

Responsibilities Executive Management (ExecMan) determines, maintains and documents NP's working environmental policy.

All NP sites must locally describe implementation methods that comply with the policy and local rules and regulations,

Sites that are certified according to OHSAS 18001 must adhere to requirements stated in the standard.

Worldwide NP's line management must ensure that the policy is implemented and understood by the NP employees and internal consultants who carry out activities, which are critical for the working environment.

All NP employees and internal consultants must:

- Be acquainted with the policy
- Act in accordance with the policy.

Policy

NP will:

- Create a safe, healthy and developing working environment for all.
- Set high standards and continuously improve the working environment.
- Motivate and educate our employees to assume responsibility for aspects affecting their own and their colleagues' safety and health, and to act accordingly
- Ensure that working environmental considerations are not pushed aside in favour of economic and productivity related interests.

NP therefore plans to:

- Make big demands for and continuously improve the working environmental efforts as a natural part of our social responsibilities.
- Motivate and educate the employees to assume responsibility for aspects affecting their own and their colleagues' safety and health, and to act accordingly.
- Demand that working environmental considerations are not pushed aside in favour of economic and productivity related interests.
- Observe relevant legislation, regulatory requirements and other regulations that NP has agreed to follow within the working environmental area.

Procedure 02

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**Code of
conducts and
working
conditions**

To support implementation of the policy, a collection of [Code of Conducts](#) and [Working conditions](#) has been established on NP IntraWeb.

An overview hereof and description of Approvals and distribution are available in [Policies, Code of Conducts and Working Conditions](#)

Change log

See [Log P02AQB202](#)
