	<b>Policy</b> <b>Title: EHS and Sustainability Policy</b>	<b>Page 1 of 2</b> <b>Document #: 038753</b> Revision: 1.0
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## **1.0 Environmental, Health, Safety and Sustainability Policy**

At Avid Bioservices, we are committed to ensuring the highest standards of environmental, health, and safety practices in all our operations. We recognize our responsibility to protect the environment, safeguard the health and well-being of our employees, customers, and communities, and to continually improve our EHS performance.

## **2.0 Responsibility and Accountability:**


The responsibility for implementing this Environmental, Health, and Safety Policy rests with all employees, from senior management to frontline staff. Managers and supervisors are accountable for ensuring that EHS policies and procedures are integrated into all aspects of our operations, and employees are expected to actively support and adhere to the principles outlined in this policy.

## **3.0 Environmental and Sustainability Policy**

1. **Compliance:** We will comply with all applicable environmental laws, regulations, and other requirements relevant to our operations.
2. **Pollution Prevention:** We will strive to minimize our environmental footprint by implementing pollution prevention measures, reducing waste generation, and conserving natural resources.
3. **Sustainable Practices:** We will integrate environmental considerations into our business decisions and operations, aiming to promote sustainability and mitigate climate change.
4. **Continuous Improvement:** We are committed to setting and regularly reviewing environmental objectives and targets, and continually improving our environmental performance through innovation and efficiency.
5. **Communication and Engagement:** We will engage with our employees, suppliers, customers, and communities to raise awareness of environmental issues, encourage responsible behavior, and foster collaboration towards shared environmental goals.

## **4.0 Health and Safety Policy:**

1. **Prevention of Injury and Illness:** We are dedicated to providing a safe and healthy work environment for all employees, contractors, and visitors by identifying and eliminating workplace hazards.
2. **Compliance:** We will comply with all relevant health and safety laws, regulations, and standards to ensure the well-being of our workforce.

	<b><u>Policy</u></b> <b>Title: EHS and Sustainability Policy</b>	<b>Page 2 of 2</b> <b>Document #: 038753</b> Revision: 1.0
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3. **Training and Education:** We will provide comprehensive health and safety training and resources to empower our employees with the knowledge and skills necessary to perform their tasks safely.
4. **Incident Prevention and Response:** We will implement proactive measures to prevent accidents, incidents, and occupational illnesses, and respond promptly and effectively to any emergencies that may arise.
5. **Continuous Improvement:** We will regularly review our health and safety performance, identify areas for improvement, and take corrective actions to enhance our safety culture and practices.
6. **Employee Involvement:** We encourage active participation and input from all employees in identifying hazards, developing safety procedures, and promoting a culture of safety excellence.

## **5.0 Review and Communication**

This Environmental, Health, and Safety Policy will be periodically reviewed and updated to reflect changes in legislation, technology, and best practices. It will be communicated to all employees, contractors, and stakeholders to ensure understanding, commitment, and compliance.