

# BIOGEN

## GLOBAL POLICY

EHS-POLICY-161



## Environmental, Occupational Health and Safety Policy Statement

## **Purpose**

This Policy sets forth our commitment to:

- Provide and maintain a healthful and safe work environment and
- Minimize the impact of our business operations and products on the environment.

## **Scope**

This Policy applies to all employees, agents and consultants acting on behalf of Biogen and its affiliates worldwide.

## **Commitment**

At Biogen, we are committed to developing, manufacturing, marketing and distributing our products in a responsible manner that protects employees, neighbors, customers, suppliers, patients and the environment. Our ultimate goal is to foster a culture that is supported by our Core Behaviors and enables all of us to focus our energy on what matters most – improving patient lives.

Our commitment to environmental, occupational health and safety (EHS) calls on all of us to:

- Manage workplace risk to create and maintain a safe and healthful workplace and to protect the environment and communities in which we live and work
- Minimize our environmental footprint by using natural resources and consuming and disposing of materials in an efficient and sustainable manner
- Continually improve our established EHS management systems to maintain compliance with relevant laws and incorporate industry best practices
- Monitor and improve our EHS performance through establishment of quantitative targets for improving EHS performance metrics. This includes tracking separate key performance indicators for environmental performance and occupational health and safety performance.
- Establish prioritization and action plans where needed.
- Maintain compliance with EHS standards, incorporating relevant industry best practices and providing appropriate training to our employees.

## **Key Principles**

This Policy is guided by the following principles, which direct our behavior globally:

---

## Worker Protection and Wellness

---

We will maintain a safe and healthful workplace by employing the principles of risk assessment to prevent occupational injuries and illnesses. We will promote healthful lifestyles for employees through wellness programs and quality health care.

---

## Environmental Protection and Stewardship

---

We will minimize environmental impacts as we expand our global footprint by using strategies, processes, practices, materials and products to avoid, reduce or control waste generation and pollution. We will design our facilities and operations to promote the responsible and efficient use of energy and natural resources.

---

## Continual Improvement

---

We will establish clear objectives and goals to drive and continually improve our EHS performance. We will integrate EHS into all aspects of our business – from discovery to patient care.

## Implementation

---

### Corporate

---

Biogen's Corporate Governance Committee (CGC) of the Board of Directors has the overall responsibility for endorsing the EHS Policy. The CGC will periodically review the Policy to ensure its continuing suitability.

Biogen's Chief Executive Officer is responsible for endorsing the Policy for the entire organization.

Senior leadership is responsible for defining the EHS strategy mandated in this Policy and overseeing the implementation of the strategy and any associated training programs.

---

### Management

---

Our leaders, from officer-level management to front-line supervisors, are responsible and accountable for managing risk and for overall EHS compliance in their organizations. They will support efforts to integrate EHS activities into routine business processes, ensure all employees are properly trained and sustain a culture in which employees understand the importance of adhering to our EHS policies and procedures.

Biogen will perform routine gap analyses of our EHS practices and programs and adjust our strategy as necessary to narrow the gap.

---

## Operational

---

Biogen will develop and manufacture therapies, as well as design, build and operate our facilities in ways that maintain a safe and healthful workplace; conserve energy, water and raw materials; and prevent harm to public health and the environment.

We will establish and maintain effective procedures and systems to adhere to the principles of this Policy and track progress against our EHS strategy.

---

## Employees

---

Employees are responsible for knowing and adhering to Biogen's EHS Policy. All employees are expected to act responsibly and follow EHS policies and procedures in order to protect themselves, their co-workers, the community, the environment and the company. As necessary, all employees are required to attend safety classes specifically tailored to their lines of work.

---

## Communication

---

Biogen will communicate this Policy to all employees. Revisions to the Policy shall be communicated to all sites upon endorsement and adoption by senior leadership.

Each site shall develop a method for confirming that the Policy is accessible and communicated to all affected stakeholders, including suppliers, customers and the public.

Biogen's Global EHS and Corporate Communications groups are responsible for publishing the Policy.

Additionally, we will annually report our EHS performance to our stakeholders.

---

## Regulatory and Enforcement

---

Biogen will comply with all applicable local, regional and national laws and regulations concerning EHS, including our own EHS management system standards. Where appropriate and feasible, we will set operating standards that exceed legal requirements.

Employees who fail to follow the principles and steps set out in this Policy may face disciplinary action, up to and including termination.

## References

For further guidance or additional information please see:

- Biogen Global Sustainability Policy
- Biogen Global EHS Management Program
- Biogen Our Code of Business Conduct – List of Global Policies and Policy Statements