

Safety, Health & Environment (SHE) Policy

Purpose and Principle

SK bioscience recognizes Safety, Health and Environment (SHE) policy as the most fundamental element of its human-centered management principle. The company is committed to providing a healthy and safe working environment and fulfilling responsibilities to minimize the environmental impacts arising from its business operations and products.

Scope

This SHE policy applies to all employees of SK bioscience (including, contract-based and temporary employees), as well as those of business and outsourcing partners, domestic and overseas entities for production and sales, subsidiaries, sub-subsidiaries and joint ventures.

Commitments

1. Ensure Safe and Healthy Workplaces

- Foster a self-regulating safety culture to create a safe working environment.
- Comply with occupational safety and health laws and work standards and continuously reduce risk factors to create a 'zero-accident' workplace.
- Implement safe work methods in handling hazardous materials and carry out injuries and illness prevention and health promotion activities.
- Maintain the business continuity by establishing a routine emergency response system and minimize damages to the employees, stakeholders and the community.

2. Minimize the Environmental Impacts Arising from Business Operations and Products

- Strive to promote the sustainable use of energy and resources, reduce the emission of environmental contaminants and chemical substances, and recycle waste water and materials throughout the entire course of business operations, including R&D, production, distribution and disposal, as well as through the design and creation of business sites.
- Operate the environmental management system and continuously measure the performance improvements through regular monitoring of all business sites and partners.
- Comply with environmental laws and regulations and invest in the global action on climate change and the preservation of the local community's ecosystem and environment.

Implementation

[Board of Directors/ESG Committee] Manage the mid-to-long-term SHE management goals, performance and risks.

[Management] Establish SHE management strategy and measure the performance.

[Divisions in charge] Plan and deliver goals to improve SHE management.

[Team Leads] Set SHE goals for each team.

[Employees] Comply with SHE management policy through application and practice on the job.

[Training] Provide the employees and stakeholders with necessary awareness programs for SHE management practice.

[Communication] Publicly announce the SHE management performance through annual ESG report, etc.

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SK bioscience Chief Executive Officer, Ahn Jae-yong

Signature.

