

Occupational safety policy

It is our ambition at Novo Nordisk Pharmatech A/S to be at all times a safe, attractive and modern workplace, which proactively and continuously is improving its working environment.

We are a specialized chemical company, manufacturing products with high documentation requirements. We develop and manufacture quaternary ammonium compounds mainly for use in the medicinal and veterinary sectors, as well as for cosmetics and disinfection. Other products such as substituted silica gels are also prepared, for use in the manufacturing process of Novo Nordisk A/S' strategic products.

For a majority of employees, the main occupational safety concern is the handling of chemicals in connection with production, analysis and development. Working at Novo Nordisk Pharmatech also includes operation and maintenance activities, where the most significant safety concern is the risk for body injuries. Other employees have administrative occupations, where they ensure that the company lives up to the continuously increasing standards within quality, environment, working environment, safety and energy. Their main occupational safety concerns are typical for office workers.

Novo Nordisk Pharmatech DARES to be a safe working place:

- No **D**isabilities
- No **A**ccidents
- No **R**ecklessness
- No **E**xposition
- No **S**tress

At Novo Nordisk Pharmatech we have the following goals:

- We will insure adequate planning of our work
- We will design adequate working environments
- We will think "working environment" before we act – think twice
- We will encourage personal development
- We will replace dangerous chemicals where we can
- We will handle dangerous chemicals in a safe way
- We will bring down the risks by using Work Place Evaluations and risk analyses
- We will analyse accidents and situations leading up to accidents
- We will increase awareness around our stress policy

We will create a safe work place by using the best technologies. We will respect regulations and other requirements that we adhere to, and ensure that occupational safety is being handled by our management systems. Through company management, all employees will take responsibility for themselves and others through a positive involvement in safety tasks, because safety is an important part of our culture.