Health and Safety Policy Statement

Accelleron

Our commitment

We are committed to developing and maintaining a proactive and positive Health and Safety culture. We invest the necessary resources to reduce risks of injury or occupational ill health arising from our activities to acceptable levels.

We fulfill this commitment by establishing, implementing, and continually improving our Health and Safety governance, organization, and arrangements to ensure that:

1. Leadership, Accountability, and Resources

- Health and Safety is a fundamental leadership responsibility.
- CEO, Division Presidents, Country Managing Directors and Function Heads demonstrate clear leadership and full commitment to implementing this Policy within their areas of responsibility and ensure that adequate and competent resources are provided.
- Line management at all levels consistently demonstrates visible leadership and ownership of Health and Safety.
- A professional Health and Safety function provides advice, guidance, and support across all management levels and employees in fulfilling their Health and Safety responsibilities.

2. Compliance and Risk Control

- We comply with all applicable local laws, regulations, statutes, codes of practice, and other legally binding requirements, as a minimum.
- We align with recognized industry standards and internationally accepted frameworks, as expected by regulators, customers, investors, and other interested parties.
- Hazards and risks arising from our activities are systematically identified and competently assessed, with actions taken to eliminate or reduce risks to acceptable levels.
- Risks are reviewed prior to any changes to activities, processes, or working conditions.

3. Operational Control and Safe Work

- Operational procedures, supported by risk assessments, method statements, permits, and work instructions, are established, implemented and maintained.
- Work execution is supervised to ensure that controls are applied and remain effective as conditions change.
- Operational controls are systematically reviewed and continually improved, incorporating lessons learned from incidents, near misses, audits, and significant changes.
- Contractors and subcontractors are selected, managed, and supervised based on risk, competence, and Health and Safety performance, and are required to meet Accelleron Health and Safety standards.

4. People, Competence, and Engagement

- Everyone is expected to work safely and is empowered, with full management support, to stop work where a serious or imminent risk to themselves or others exists.
- Appropriate training, information, and instruction are provided to ensure and continually develop workforce competence at all levels.
- Line Managers ensure effective involvement, communication, and consultation on Health and Safety matters.
- Robust arrangements are in place to enable employees to raise Health and Safety concerns and propose improvements openly, without fear of retaliation.

5. Performance, Assurance and Continual Improvement

- Health and Safety performance is integrated into day-to-day decisions and operations.
- Global and local occupational Health and Safety objectives and targets are established annually and regularly reviewed.
- Effective Health and Safety validation processes are in place to ensure compliance, effectiveness and continual improvement.

As CEO of Accelleron, I confirm that sound and effective Health and Safety management is fundamental to our business success and depends on the commitment and engagement of every employee. Every employee has a duty to ensure their own Health and Safety and that of others who may be affected by their actions or omissions. I therefore expect everyone in the Company to play their part in implementing and complying with this global Policy Statement.

Role	Name	Signature	Date
CEO	Daniel Bischofberger		26 June 2026
Executive Management Team (signatures)			
Country Managing Director			
Site Lead Manager			

As the senior company representative for this location, I fully endorse and support this Policy Statement and will brief all employees and implement it.