

# HEALTH & SAFETY POLICY

It is the policy of Sanofi Pasteur Limited to provide and maintain its facility operations in a manner that protects the health and safety of its employees in compliance with all health and safety legislation and other requirements to which we subscribe, and to continue to improve workplace health and safety by developing and monitoring programs aimed at the prevention and reduction of accidents.

This policy applies to all employees, workers who enter onto Sanofi Pasteur Limited property, including authorized contractors, sub-contractors, vendors, visitors, or any other person who is not an employee of Sanofi Pasteur Limited.

The Executive Director, Facilities Management shall recommend policies on occupational health and safety matters, provide counsel on the development of programs implementing these policies and has responsibility for implementation of the health and safety management system.

Directors shall be responsible for the enforcement and conformity with this policy within their areas of operation.

## Managers and supervisory personnel shall:

- > take all reasonable precautions to protect the health and safety of the workers within their area of operation, and to ensure that workers comply with the Occupational Health & Safety Act (OHSA), regulations, guidelines, and the company's policy and procedures;
- > ensure that new or transferred employees are properly trained in methods and safe work practices, and advise workers about any actual or potential health or safety hazards in the workplace from the substances, processes, machinery, or equipment.

## Each employee shall:

- > work in compliance with the OHSA, regulations, guidelines, and the company's Health & Safety Policy and procedures;
- > have a duty to report any violations of the OHSA or safe work practices including defective equipment or workplace hazards that s/he is aware of to the supervisor;
- > follow the health and safety procedures related to his/her job functions, which include the use of Personal Protective Equipment, safe operation of equipment, machinery, tools, and handling of hazardous substances;
- > maintain an environment that is free from violence, discrimination and harassment.

## The Health and Safety effort shall include:

- > reviewing on-going goals and setting achievable objectives;
- > designing, constructing, and maintaining safe and healthful places of work;
- > establishing safe working, driving, fire protection, and emergency practices and procedures;
- > placing employees in jobs consistent with their ability and training to perform the work safely, and providing specific training where necessary;
- > providing employees with proper materials, tools, clothing, equipment, and personal protection equipment as required;
- > identifying potential safety and health hazards inherent in materials, intermediates, wastes, and products manufactured, formulated, packaged, or transported, and providing specific protective measures necessary to control or minimize such hazards;
- > informing employees working with chemical, biological, and physical agents of foreseeable hazards to their safety and health;
- > inspecting facilities, and identifying and correcting conditions and practices which may cause injury, work disruption, or property damage;
- > holding all supervisors and managers accountable for the safety performance of their work groups;
- > evaluating employee exposure to potential safety and health hazards, preventing or minimizing excessive exposure, and, where necessary, instituting engineering controls or periodic environmental monitoring and bio-surveillance.



J. Mark Lievonen  
President



Norm Medeiros  
Executive Director, Facilities Management