



Teva's Position on Occupational Health and Safety

January 2025



Employees are Teva's most important asset, and we are committed to promoting and protecting their safety, mental and physical health and personal well-being, which also supports our business. The health of our people is the foundation of our purpose: we are all in for better health. We protect the health and safety of workers, including contractors and suppliers, aiming to go beyond compliance requirements. Teva Pharmaceutical Industries Ltd (hereinafter "Teva"), including all its directors, executives, employees and subsidiary and affiliated companies, is committed to creating a safe and healthy work environment.

Our Position on Occupational Health and Safety (OHS) is aligned with our purpose, values, Code of Conduct and Healthy Future strategy and considers key stakeholders' input. The scope of this position covers Teva's production operations and business facilities, research & development (R&D), distribution and logistics, commercial organization, direct suppliers, service providers, contractors and other key business partners. The occupational health and safety issues covered by this position statement represent real and potential impacts of and to Teva.

Occupational Health and Safety Aspirations, Approach and Commitments

Systematic Management Approach

We aim to provide a safe and healthy work environment for all employees, contractors and visitors, which are included in the scope of our Environment, Health and Safety Management System (EHSMS). The EHSMS ensures a consistent risk management approach focused on facilitating safe, healthy and sustainable work. It also enables compliance with applicable local, national and regional regulatory requirements. The management system is designed to fulfill the expectations of certified management systems such as ISO 14001 and ISO 45001. Teva's Global EHSMS follows a standard Plan-Do-Check-Act continuous improvement cycle.

Our EHSMS is supported by a governance structure that includes monitoring, auditing, recordkeeping, reporting and management reviews. It includes various corporate standards and supporting documents covering many topics, including those outlined in this position. Specifically, our operational control standards cover various topics related to occupational safety, process safety, occupational hygiene and health and product stewardship. It also includes standards that define the management of many other topics, including due diligence processes for acquisition and divestures and management of contractors to mitigate health and safety risks. Teva's corporate Environment, Health, Safety and Sustainability (EHS&S) function is responsible for maintaining the EHS&S management system, as well as for monitoring, measuring and reporting and the provision of tools, training, expert advice and support. Everyone at Teva is responsible for the implementation of the management system, as appropriate for their role and responsibilities.

Teva's EHSMS is audited at each site on a scheduled basis through an internal program run by technical experts from our global EHS&S team to verify expectations have been met. We also conduct periodic program effectiveness and risk assessments and develop action plans to drive continuous improvement, regularly enhance our systems and processes, including all aspects covered by this position, and integrate occupational health and safety expectations into business practices.

Risk Identification and Assessment

Risk assessment is the foundation of our EHSMS and supports us in providing safe work environments and meeting legal and Teva requirements. Our risk assessment program includes the following elements:

- Inventories of applicable areas, equipment, processes and materials
- Documented risk assessment using a standardized risk matrix
- Definition of standard hazard control expectations
- Identification of safeguards and integration into site preventative maintenance programs
- Improvement plans and associated corrective and preventative actions for risks that exceed predetermined thresholds
- Preparation of a summary risk register for each business unit, which is consolidated into an organizational risk register
- Periodic program effectiveness and risk assessment reviews with action plans for improvement opportunities

The risk management process covers routine and non-routine activities and changes to facilities/buildings, processes, equipment, products and activities. High-risk activities are subject to assessment and control through the use of safe work permits which are completed immediately prior to commencement of work to ensure work proceeds safely.

All Teva sites operate an EHS&S observation system, enabling anyone onsite to report hazards, concerns and work frustrations. Employees are always advised to speak to their immediate manager when an observation is made. Workers may decide to report anonymously and have the option to report serious concerns to the Office of Business Integrity (OBI)—see [more](#). Teva does not tolerate any form of retaliation for making a good faith report of a potential violation, regardless of the system used to make a report. Teva is committed to learning and understands the value of open, honest communication. All employees are empowered to stop work when an immediate health and safety risk is identified.

Responsible and Safer Process and Product Design

Our standards help us identify opportunities to incorporate responsible and inherently safer concepts into process and product design. Select approaches include:

- Elimination of hazards, where possible
- Substitution of hazardous materials with less hazardous ones
- Use of engineering control and process design to limit the hazard, energy or waste through features that reduce the frequency, consequence or magnitude of an event
- Using controls, alarms, interlocks, safeguards and mitigation systems to detect and respond to issues
- Using policies, procedures, training, administrative checks, emergency response and other management approaches to prevent or minimize safety incidents

Incidents and Events Management

Teva makes every effort to avoid incidents and other negative events; however, on rare occasions, such occurrences may take place, and we have an imperative to learn from and prevent them. All health and safety events, including near-miss events, must be reported and managed. Teva has established a standardized approach to investigating each event and emergency, including work-related accidents, incidents, injuries,

illnesses and diseases, unintended spills or releases to the environment, near-misses, non-conformity of permit limits and complaints or community action. Our investigations are conducted by skilled individuals or teams who understand the event and use effective investigation techniques approved by regional EHS&S leaders. Following the investigation, each facility identifies appropriate corrective and preventive actions and communicates these, as well as changes to the programs, procedures, work instructions and risk assessments, to all affected people. All elements are documented and retained in compliance with our management system and regulatory requirements.

Health Management and Promotion

Our internal standard on occupational health and medical surveillance requires medical services to be provided for staff, including contingent workers, to support programs for fitness for duty, return to work, medical surveillance, health promotion, injury and illness prevention, care and management. Depending on the location, health services are provided by Teva employees and/or third parties. Healthcare providers are familiar with the sites they support, consulted on changes and informed of workplace monitoring results (e.g., chemical exposure, noise).

Teva offers a wide range of health promotion programs and activities beyond occupational health to its employees. These include comprehensive medical, dental and vision insurance, virtual and telehealth services, counseling, life insurance, accident insurance, long-term disability coverage and a well-being program. These programs vary across our global network of locations—they are provided as part of existing insurance coverage in some and as part of a robust well-being program in others.

Contingent and Contractor Worker and Supplier Safety

Teva integrates OHS into our procurement activities to ensure we select suppliers that are aligned with our values and commitments. Our expectations are communicated in our [Supplier Code of Conduct](#), and we consider those expectations in supplier selection and routine supplier business reviews. We also actively participate in various sector forums, including the Pharmaceutical Supply Chain Initiative (PSCI) and Responsible Health Initiative (RHI), which are focused on coordination, capacity building and supply chain assessments.

We also have strong governance processes and management systems to protect our contingent workers (who are directly supervised by Teva) and onsite contractors (who are not directly supervised by Teva). The same rules, standards and expectations, including for incident reporting, that apply to Teva employees also apply to contingent workers.

While the health and safety of contractors is primarily the responsibility of their direct employer, Teva provides a safe and healthy workplace as a host. Direct employers of contractors go through a qualification process to assess Environment, Health and Safety (EHS) performance and programs, and those who don't meet Teva's standards are disqualified from working at our sites. All contractors receive a site OHS orientation training, information on risks inherent to the areas in which they work and detailed expectations and responsibilities for health and safety. All contractor incidents must be reported to Teva for appropriate follow-up.

Health and Safety Competency, Skills and Training

We invest in our people, recruiting qualified and experienced professionals and developing and refreshing existing employee capabilities, skills and knowledge. This means training and other methods related to health and safety aspects applicable to employees' jobs and risks, which may include topics covered in this position.

Teva's EHS training program includes modules for all global EHS standards and the EHS&S policy, including on hazard awareness, risk assessment outcomes, job-specific risks and control measures and use of personal protective equipment. Globally designed training is assigned as appropriate to new employees depending on their role. All employees are assigned training on the EHS&S policy.

The EHSMS training modules provided by the global EHS&S team represent only the high-level EHS&S standards and expectations. Global training modules are maintained in a global learning management system, where assignments are tracked. Each site has a detailed training plan that includes all regulatory and job-specific EHS training.

All facilities encourage active consultation and participation of employees of all levels and their elected labor representatives. Some of Teva's EHS&S programs specifically require facilities to ensure workforce involvement and participation in the design, development, implementation and continuous improvement, including of hazard assessments, procedure development, operational readiness reviews inspections, incident investigations and training evaluations. Sites often extend this approach to other EHS&S programs.

Vehicle Safety

We have strict rules for company-owned and leased vehicles to ensure the safety of drivers, their passengers and other road users. Only authorized persons are allowed to use these vehicles, and they must receive annual training on safe vehicle use. Company vehicle drivers shall comply with local laws and regulations as well as our company-specific vehicle use rules. These include substance prohibition, electronic device while driving (e.g. cell phone, PDA's) restrictions, safety belt use and vehicle maintenance. We also require drivers to comply with specific driver conduct, including using good judgement and not engaging in unauthorized activities.

Ergonomic Management

Teva outlines minimum expectations for ergonomics programs to eliminate discomfort and prevent musculoskeletal injuries, which can result from lifting, lowering, carrying, pushing, pulling, repetitive actions and postural constraints.

Our facilities implement ergonomic programs based on the hazards present at their local sites. The programs must include a hierarchy of control measures for ergonomics within the workplace, emphasizing the preference for more robust and reliable measures. Our facilities implement a range of ergonomic aids (e.g., lifting devices, adjustable workstations, automation).

Continuous Improvement

We regularly enhance our management system and integrate OHS expectations into business practices. We establish annual and multi-year targets to drive continuous improvement and routinely monitor and evaluate our performance against these targets.

Occupational Health and Safety Governance

At Teva, OHS is everyone's responsibility.

Teva's Board of Directors provides strategic guidance and direction for Teva's Healthy Future strategy. The Compliance Committee of the Board of Directors has primary responsibility for Teva's Healthy Future strategy, targets and performance and conducts quarterly performance reviews on key performance indicators, including those related to health and safety.

Health and safety management is an operational responsibility of each business unit's line management, which is supported by Teva's global EHS&S function, which reports to the Executive Vice President of Teva Global Operations. Our Corporate EHS&S Committee, composed of senior executives from each business unit, ensures appropriate engagement and oversight of material issues.

Teva's Occupational Health and Safety Technical Advisory Committee (OSTAC) and Process Safety Technical Advisory Committee (PSTAC) advise management on material matters and regulatory changes concerning their respective topics and promote engagement and knowledge sharing throughout the enterprise.

At our global facilities, management is responsible for EHS&S compliance and performance, supported by EHS professionals who drive local implementation of the EHSMS, programs and initiatives. Most sites have EHS councils, especially where they are required by local regulation.

Reporting

We periodically review our OHS performance with our Executive Management. We report externally on our actions and progress against our targets in our annual [Healthy Future Report](#) and accompanying disclosures. In the event of safety incidents, we report them to relevant external bodies, as required, and take action to prevent recurrence.

Application of this Position

This position is approved by the responsible Teva Executive Management member and endorsed by all Executive Management and Teva's Board of Directors. It is supported by our EHSMS, which includes policies, standards and procedures to ensure our commitments are upheld, including periodic audits. We communicate this position to our employees and on our website.