

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT OF INTENT

Biogen recognises that the safety and health of our people and all people that come into contact with our business activities is of paramount importance. As a business, we are committed to progressive improvements in Health and Safety standards by eliminating or controlling hazards to reduce risk and combined with the promotion of a positive safety culture in all aspects of our business where our employees or contractors are engaged in work activities. We expect leadership and promotion of our positive safety culture from all employees in supervisory, management or leadership positions and active involvement, compliance, and suggestions for improvement from everyone at Biogen.

We believe, despite the presence of hazards in the operation of our facilities and offices, work-related accidents and incidents are preventable, and safety will underpin everything we do.

The Compliance Director has been appointed to act in the role of Director Responsible for Health and Safety. All Directors and employees are aware that this appointment does not remove their own responsibilities in Health and Safety.

Biogen is committed to ensuring that we strive for best practice in Health and Safety matters through a monitoring and review process and will comply with all relevant Health and Safety legislation as far as is reasonably practicable. The Company will:

- Establish a framework for setting and reviewing OH&S Objectives. Objectives and targets are set during annual business planning and reviewed regularly.
- Provide the information, instruction, training, and supervision necessary to promote health and safety. Where in-house competence requires additional support, we shall employ the use of specialists or third-party service providers.
- Provide and maintain premises, plant, equipment, and systems of work that are safe and without undue risk to health or safety.
- Create and maintain a safe working environment with adequate facilities and arrangements for the health, safety, welfare and the well-being of employees, customers, and contractors on Biogen's premises, or conducting Biogen business whilst off the premises.
- Consult and encourage participation and understanding with all employees and their representatives, on all matters relating to health and safety at work.
- Ensure that employees are fit for the work they are required to do, and that injury, ill health and the potential to cause disability are prevented. That appropriate resources to deal with accidents, incidents and emergencies are provided.
- Recognise that legislative requirements are a minimum standard and ensure continuous improvement principles are applied to the management of health and safety.
- To review and revise this policy at regular intervals and make it available to interested parties upon request

In addition to the responsibilities of Biogen, employees are reminded that they have a legal responsibility to take reasonable care for the health and safety of themselves and other persons who may be affected by their acts or omissions at work.

The implementation of this Occupational Health and Safety Policy is fundamental to the success of Biogen's business, and must be supported by all employees as an integral part of their daily work.

Signed *Kate Lister* Dated 12th Feb 24

Chief Executive Officer, Biogen (UK) Ltd

Occupational Health and Safety Policy Statement of Intent	Version 18	Issue date: 12/2/2024	Issued by: Kate Lister
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