



Environmental, Health & Safety Policy

At Kymera International, we are dedicated to achieving excellence in environmental, health, and safety practices. Our enduring commitment extends to safeguarding the environment for both current and future generations, as well as prioritizing the health and safety of our employees, customers, suppliers, contractors, and community neighbors.

In pursuit of these objectives, we pledge to:

- Uphold the highest standards of housekeeping across all our facilities.
- Prioritize the health and safety of our employees as our paramount concern.
- Embrace the principle that all accidents and environmental incidents are preventable, actively seeking to eliminate their root causes.
- Ensure strict compliance with all environmental, health, and safety regulations.
- Continuously enhance the effectiveness of our systems for managing environmental, health, and safety.
- Proactively prevent pollution, minimize emissions, and commit to the responsible reuse, recovery, and recycling of resources.
- Promote the significance of safety and environmental protection to all employees, integrating these principles into their decision-making processes.
- Cultivate a culture of respect for our employees, customers, suppliers, contractors, and community neighbors, expecting each individual to act responsibly and contribute to the protection of themselves, their colleagues, and the environment.

This policy underscores our dedication to fostering a sustainable, safe, and healthy working environment for all stakeholders.

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10 Safety Essentials

10 Safety Essentials for a Robust Safety Culture and System:

- **Clear Requirements and Expectations:** Establishing comprehensive EHS Management Systems, Safety Programs, and clear goals to guide safety initiatives.
- **Clear and Effective Communications, Training, and Comprehension:** Ensuring open and effective communication channels, thorough training programs, and a deep understanding of safety protocols.
- **Employee Engagement and Accountability:** Fostering a culture of engagement and accountability, including the implementation of Behavior-Based Safety practices.
- **Management Leadership and Engagement at All Levels:** Ensuring active involvement and leadership from management across all organizational levels.
- **Housekeeping and 5S – Clean and Organized:** Maintaining a clean and organized workspace through effective housekeeping and adherence to the principles of 5S.
- **Risk Assessments / Worksite Analysis:** Conducting thorough risk assessments and worksite analyses to identify and mitigate potential hazards.
- **Management of Change, Including Pre-Start Inspections:** Implementing robust processes for managing change, including pre-start inspections to ensure safety during transitions.
- **Fully Integrated into All Aspects of the Business and Operations:** Embedding safety seamlessly into every facet of the business and operational processes.
- **100% Compliance with ALL Requirements:** Striving for complete compliance with all safety, health, and environmental requirements.
- **Process and Tools to Identify and Implement Improvements:** Utilizing a systematic approach, including incident reporting, observations, audits, corrective and preventive actions (CAPA), software, etc., to identify and implement continuous improvements.