

PURPOSE

At Alvotech, we are committed to maintaining a safe, healthy, and compliant working environment across all our operations. Our work includes manufacturing of biological medicine, laboratory research and analytics, technical installations, office-based activities, etc.

We aim to comply with all local and international legal, regulatory, and industry specific requirements. We aim to follow best practices, including adherence to the ISO 45001:2018 standard for occupational health and safety management.

As an employer, Alvotech provides the necessary training, instructions, equipment, and personal protective tools to ensure safe working conditions. Employees receive comprehensive safety training during onboarding and routine refresher training. Health and safety protocols, procedures, and work instructions are accessible to all employees.

The policy provides the framework for setting, monitoring, and reviewing objectives within the OH&S management system.

SCOPE

This Health and Safety Policy applies to all employees, contractors, and visitors at Alvotech sites globally and must be upheld in all activities conducted on behalf of the company. This policy outlines our approach and commitment to achieving the highest standards of occupational health and safety.

It is aligned with Alvotech's strategic direction and supports long-term organizational sustainability.

GOALS

The overarching goal of our health and safety management system is to protect the health, wellbeing, and working capacity of all individuals, today and in the future.

Alvotech is committed to:

- Providing safe and healthy working conditions to prevent work-related injuries and ill health.
 - Continuous improvement, evaluation, and elimination of workplace hazards.
 - Continuous improvement of our health and safety management systems.
 - Transparent communication and consultation and participation of workers and their representatives at all levels.
 - Removing obstacles to participation, ensuring employees, contractors, and visitors can engage freely in OH&S processes without fear of reprisal.
 - Promoting both physical and mental wellbeing.
 - Providing structured training, instruction, and competence assessments to ensure safe practices.
 - Mandating the reporting of incidents, near misses, and unsafe conditions.
 - Thoroughly investigate accidents and implement corrective actions.
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GOVERNANCE AND ACCOUNTABILITY

The Company is responsible for:

- Proactively identifying and mitigating risks in all work environments.
- Providing ongoing health and safety training and appropriate protective equipment.
- Supporting individual circumstances related to occupational health and safety, while ensuring overall safety.
- Continuous monitoring, reviewing, and updating safety procedures and practices.
- Maintaining a strong culture of health and wellbeing.

All Employees are responsible for:

- Adhering to all health and safety procedures and protocols.
- Promptly reporting hazards, incidents, near misses, and unsafe conditions.
- Participating in training and applying learned practices in daily operations.

POLICY AVAILABILITY

This policy is communicated to all employees through internal systems and is publicly available on our website. This document is a controlled component of the Alvotech OH&S Management System and is subject to version control.

This policy is reviewed annually, published on our website, and communicated internally.



Joseph McClellan

Alvotech COO