

# Global EHS&S Policy

B00-HS-000-02

Effective Date: 04-10-2023

Region: Global

BioMarin Pharmaceutical Inc. (BioMarin) is committed to operating in a manner that protects the environment and provides a safe and healthful workplace for personnel (i.e. employees, temporary workers, visitors, and contractors) and the communities in which we operate. BioMarin conducts its operations using a risk-based approach and manages activities, products, and services in a manner protective of the environment and personnel. BioMarin will strive to sustain performance while providing best-in-class innovative therapeutics to patients with serious unmet medical needs. BioMarin management provides the leadership and resources to sustain and meet the requirements of this policy.

## EHS&S Policy Elements



1. Comply with local, state and national/federal EHS&S regulations, and other requirements.
2. Complete EHS&S work in conformance with internal Environmental Management System (EMS) and Occupational Health System (OHS) Manuals.
3. Empower employees to identify and correct EHS&S issues, to promote innovative ideas, and to effectively solve problems.
4. Protect employees from injuries, illnesses, incidents and near misses through the routine evaluation and continuous improvement of EHS&S policies, procedures and programs.
5. Provide a process for the identification, monitoring and mitigation of hazards to reduce risk.
6. Provide effective communication, participation and consultation with employees on EHS&S issues.
7. Enable managers and supervisors to comply with policies and procedures, remove obstacles for reporting safety concerns, and actively encourage employee participation in safety activities.
8. Provide training and resources that help employees understand how to recognize hazards in the workplace and how to report them.
9. Provide a system for timely reporting of EHS&S near misses, workplace incidents, and the investigation of root causes and implementation of corrective actions.
10. Identify and manage the risks associated with changes in systems, equipment, processes and operating procedures.
11. Provide a system and resources for emergency preparedness and response.
12. Strive for continual improvement of EHS&S through monitoring of incident rates, review of policies, procedures and programs, and evaluation of EHS&S metrics.
13. Whenever feasible, implement strategies that are considered best-in-class by industry standards for the benefit of employees and the company.
14. Strive to conserve natural resources, prevent pollution and minimize waste.

This Policy was approved by the BioMarin Corporate Responsibility Committee.