



Health and Safety Policy

Cambrex is committed to the health and safety of its employees, customers, neighbors, and other individuals affected by its activities or products. We will continually strive to prevent harm to individuals working and visiting Cambrex operations.

To this end, Cambrex will:

- Meet or exceed applicable governmental regulations and internal policies for health and safety.
- Provide its employees with a safe workplace where only materials that can be used safely will be produced or sold.
- Design, engineer and operate its facilities to minimize health and safety risks and impacts.
- Assess and manage significant health and safety risks and related to its products or services.
- Conduct the necessary risk assessments and audits to prevent accidents, develop corrective actions and ensure emergency preparedness.
- Communicate to employees, customers, carriers and other affected parties known hazards of products and health and safety protection measures.
- Maintain the expertise needed to understand and address safety process and product related issues through training programs.
- Measure and continually seek ways to improve safety performance.

Health and Safety Programs

Occupational Health and Safety Management System	The corporate occupational and safety management system is adopted by each site. The management system includes planning and risk assessment activities; an implementation and organizational structure; operational controls; training; auditing, inspections, incident investigations, and corrective actions; and management review. Where appropriate, systems are integrated with quality and environmental management systems.
Biosafety	To ensure employee protection during bioprocessing operations and when handling cell cultures, operations involved in the handling of biological materials follow the US Center for Disease Control Biosafety in Microbiological and Biomedical Laboratories criteria for the classification of facilities into the proper containment biosafety level.
Drug Handling Procedures	A standard approach has been adopted to handle drug substances and protect employees, including the use of occupational control bands, each with specific exposure control and work practice requirements. Less potent compounds are handled according to established containment protocols and according to good laboratory practice in research and analytical laboratories. Potent compounds are handled in dedicated facilities in maximum containment environments such as glove boxes and isolators.
Occupational Health	Industrial hygiene programs are in place to quantify employee exposure to substances at operating locations that have identified the potential for exposures to chemical substances through their risk assessment process. Where appropriate, medical surveillance is provided to employees. The drug handling policy establishes a method to develop occupational exposure limits for the purpose of employee health protection.
Loss Control	Operating locations have established procedures to ensure employee safety, and property and business protection. These include fire monitoring and/or suppression systems; a corporate fire system impairment program; equipment preventive maintenance programs; emergency action programs; periodic insurance reviews; and plans to minimize business interruption in the event of an unforeseen event.
Process Safety	Comprehensive process safety programs in place at operations using chemical platforms for the synthesis of pharmaceutical products and include process hazard assessment requirements; preventive maintenance and mechanical integrity programs; controlled written operating procedures and safety documentation; process safety information development; change control requirements; and operations and maintenance training. Process safety activities exceed regulations by including processes that fall below regulatory volume thresholds and by including powders handling activities.

Product Safety	Each operating location maintains a hazard assessment program to permit proper classification, labeling, safety data sheet preparation, and packaging of products. Information developed is used to train employees and to ensure that knowledge on hazards is communicated to downstream users. These activities are conducted to meet existing regulations and recognized industry consensus standards.
Transportation of Products	Shipments of hazardous products meet domestic and international requirements. Shipments may be hazardous due to the potency of certain drug products; the presence of liquid nitrogen or dry ice needed to keep a product frozen; or the need to recycle or transport hazardous material offsite. Programs include identifying hazardous materials, safe packaging, and proper package labeling, as well as training of employees and the selection of carriers to ensure safe transportation and delivery.
Special Works Permits	Through the risk assessment process, operations identify activities that may require a special review and authorization to ensure an enhanced level of safety. These activities include entry into confined spaces, work with hazardous energy sources, and hot work activities.
Contractors	Contractors must meet minimum qualifications before being hired. Specific criteria are used to evaluate contractor's compliance with applicable regulatory, safety, health, risk control, and environmental requirements. Contractor employees must be individually authorized to enter facilities and authorization is only granted when current information on qualifications and training is available.
Security	Security requirements are established at each location. Each operating unit conducted a security vulnerability assessment that considers assets, vulnerabilities, potential threats, and countermeasures. Additional security measures were implemented to address findings in the vulnerability assessment. Our US locations participating in the Responsible Care® program have taken an additional step in conducting vulnerability assessments meeting criteria established by the Chemical Center for Process Safety.
Safety Measurement and Awards	Monthly the company monitors accident rates and tracks performance against four indicators of safety performance. Results are reported to senior management monthly and to the Cambrex Board on a quarterly basis. To encourage continual improvement in health and safety practices, the Cambrex Safety Recognition program rewards locations for excellent safety performance and for demonstrating improvement. In addition, all sites compete for the annual Cambrex Top Safety Award, which is awarded based on peer voting for performance against specific criteria.