



Occupational Health and Safety Policy

ENAMINE LTD conducts scientific research and provides services in the field of chemical compound design and synthesis for the discovery of new medicines. We collaborate with leading pharmaceutical and biotechnological companies, as well as research centers worldwide.

Our View:

We recognize our social responsibility to protect human life and health. In support of this commitment, we view our initiatives in occupational health and safety as essential to our success and a vital component in reaching our strategic goals.

Our Goals:

- Ensure and maintain safe, healthy, and favorable working conditions.
- Prevent employee injuries and ill health.
- Establish a clear and consistent understanding of the importance of safe behavior.

Our Commitments:

- Ensure compliance with all applicable laws and international standards. Follow all industry, corporate, and local regulatory requirements related to the Company's health and safety activities, as well as other external obligations that fall within the Company's undertakings.

- Continuously improve the occupational health and safety management system, enhance organization, working methods, infrastructure, and processes to create safe and healthy working conditions.

- Promote a work environment based on dignity, mutual respect, confidentiality, cooperation, and credibility of the occupational health and safety management system.

- Identify hazards and systematically assess risks, including psychosocial hazards. Develop and implement strategies to eliminate hazards, manage risks, and reduce them to an acceptable level, promoting well-being at work.

- Inform employees about the working conditions at their workplaces, including existing hazards and harmful factors that may affect their health, safety, and well-being. Provide information about the available measures and resources to eliminate or mitigate these impacts.

- Engage, encourage, and support the active participation of all employees and their representatives in the occupational health and safety management system to ensure and maintain safe, healthy, and favorable working conditions in every workplace.

- Enhance employee competence and awareness of occupational health and safety through training.

- Enhance manager responsibility at all levels and guide executives to ensure compliance with occupational health and safety requirements, while encouraging each employee to prioritize their safety.

- Support the implementation of the UN Global Sustainable Development Goals covering occupational health and safety, in particular, focusing on Goal 8 «Decent Work and Economic Growth».

Enamine's senior management is responsible for implementing the Health and Safety Policy and ensuring the timely provision of necessary resources to maintain compliance and promote continuous improvement.

This Policy applies to all employees, visitors, and business partners of the Company.

CEO of ENAMINE LTD

Volodymyr YARMOLCHUK