

## Policy 10: Environment, Safety, Industrial Hygiene and Health

---

**Introduction** Bausch Health Companies, Inc. will ensure EHS+Sustainability compliance/engagement by being practical, non-burdensome, collaborative and proactive. EHS+Sustainability principles are included in the operating plans, have the ability to influence across regions and motivate functional leaders in a centralized organization model. The principles are designed to support achievement of Bausch Health's business objectives, meet the needs of patients, customers, consumers, regulators and stakeholders today while protecting, and sustaining the community, the environment, and natural resources so they are available for future generations.

---

**Applicability** This policy applies to all employees, officers, and directors of Bausch Health Companies, Inc. and its subsidiaries.

---

**Policy** Our business units and subsidiaries will:

- A. Design, construct, and operate facilities in a manner that protects employee health and safety and minimizes impacts to the environment.
- B. Provide competent personnel to coordinate programs for environmental protection, safety, industrial hygiene, employee health and emergency response.
- C. Create a work environment that demonstrates commitment to environmental protection, workplace safety, industrial hygiene and employee health.
- D. Ensure employees and contractors are aware and responsible for their actions that may significantly impact safety/environmental performance at Bausch Health.
- E. Include environmental, safety, industrial hygiene and employee health impacts in the criteria for designing, developing, and evaluating products, processes and equipment.
- F. Integrate safety and environmental improvement goals into our business goals, and routinely measure their performance.

---

## Policy 10: Environment, Safety, Industrial Hygiene and Health

---

**Policy**  
*(continued)*

- G. Encourage and promote pollution prevention, waste minimization, recycling and resource conservation.
  - H. Regularly audit and evaluate environmental, safety, industrial hygiene and employee health program compliance, effectiveness and performance.
  - I. Proactively assess and manage environmental, safety, industrial hygiene and employee health risks associated with new ventures, acquisitions, divestitures and plant closures.
  - J. Communicate our environmental, safety, industrial hygiene and employee health commitments to our employees and interested shareholders.
  - K. Maintain confidentiality of employee health records, in accordance with applicable laws.
- 

**Responsibility**     *Implementation*

- A. All employees will be held accountable for compliance with this Policy and all supporting procedures, standards and operating programs. Employees are expected to report any environmental, safety, industrial hygiene or employee health concerns to their manager. Managers must respond promptly with appropriate action.
  - B. Corporate and Business Unit management shall ensure that environmental, safety, industrial hygiene and employee health matters are given appropriate consideration and priority in strategic and operating plans.
  - C. Facility managers are responsible for implementation of this Policy and supporting Procedures and standards in each facility.
  - D. Worldwide Environment, Health, Safety + Sustainability is responsible for Company-wide environmental, safety, and industrial hygiene policy, strategy, oversight and audits.
-

## Policy 10: Environment, Safety, Industrial Hygiene and Health

---

**Consequences of violations**

Employees who fail to comply with the Company's Policies and Procedures will be subject to appropriate discipline, up to and including termination.

---

**Questions, concerns and suspected violations**

Any questions concerning environment, safety, industrial hygiene and occupational health aspects of this Policy should be directed to the attention of the Head of, Global Environment, Health, Safety + Sustainability.

---

**Related policies and procedures**

Related policies and procedures are available on Bausch Health Central and include:

- Procedures 300-309
  - Policy 32: Sustainable Business
- 

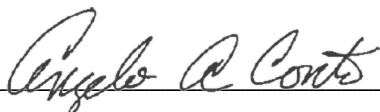
**Policy maintenance, implementation and compliance**

The Global Environment, Health, Safety + Sustainability department is responsible for publishing and maintaining this Policy. The business units and applicable functions are responsible for implementing and ensuring compliance with this Policy and associated procedures.

---

Approved by: Sr. Vice President Operations, Supply Chain – Angelo Conti

Signature: \_\_\_\_\_



Version: 1.0

Approved by: George Brett, Head of Global Global Environment, Health Safety + Sustainability

Effective Date: 22nd November 2022