

合一生科技股份有限公司 Oneness Biotech Co., Ltd.

環境與職業衛生安全政策

Environmental & Occupational Health and Safety (OHS) Policy

合一生技為政府核定的「生技新藥」企業，擁有優質研發團隊及堅強新藥品項，以研發全球創新藥為核心目標，聚焦於慢性皮膚與免疫疾病治療，擁有完整的新藥研發品項。

Oneness Biotech has been approved as a “New Drug Biotech” company by the government. We have strong R&D team and pipelines. Developing global new drugs is the ultimate goal and we focus on chronic dermatology and immunology.

本公司積極與員工、供應商、承攬商等利害關係人建立良好互動，據以制訂環境與職業安全衛生政策，於製造廠區實施 ISO 14001 環境管理系統及 ISO 45001 職業安全衛生管理系統，承諾將遵循政策並落實執行。

We actively engage in mutually beneficial interactions with stakeholders, including our employees, suppliers, contractors, and other stakeholders, which serve as the foundation for the formulation of environmental and occupational health & safety policies. ISO 14001 Environmental Management and ISO 45001 Occupational Health and Safety Management Systems have been adopted for our manufacturing plants. We have further made a firm pledge to observe and implement relevant policies.

環境政策：

- 遵守法律標準 降低營運風險
- 保護天然資源 實現綠色營運
- 推動永續採購 減少環境影響
- 行銷綠色產品 開創競爭優勢
- 落實持續改善 提升環境績效

Environmental Policy:

- Compliance with regulations and standards and mitigation of operational risks
- Protection of natural resources and realization of green operations
- Promotion of sustainable procurement and minimization of environmental impacts
- Marketing of green products and creation of competitive advantages
- Implementation of sustainability improvements and enhancement of environmental performance

職業安全衛生政策：

- 遵守法律標準 落實衛生安全
- 做好責任照顧 善盡社會責任
- 深植永續文化 實踐多元平權
- 推動交流溝通 全員參與改善
- 預防管控風險 提升職安績效

Occupational Health and Safety Policy:

- Compliance with regulations and standards and implementation of health and safety
- Responsible care and fulfillment of social responsibility
- Cultivation of a culture of sustainability and realization of diversity and equality
- Promotion of communication and participation in continuous improvement
- Prevention and management of risk and enhancement of OHS performance

本公司基於環境與職業安全衛生政策，承諾採取以下執行方針：

- (1) 遵守或超越適用的環境保護與安全衛生相關法規、標準及其他利害關係人要求事項，降低營運風險與保障員工權益。
- (2) 採取環境友善行動，提升能源與資源的使用效率，強化源頭管制、廢棄物減量回收與污染防治措施，持續改善營運的環境績效，朝向循環經濟目標。
- (3) 關注全球氣候變遷趨勢，評估風險與機會，從環境友善設計為起點，考量製造、包裝、配送等生命週期環節，採取減碳措施，強化綠色競爭力。
- (4) 推行責任照顧，自動自發地落實各項管理準則，持續不斷的改善作業流程與維護設備裝置，避免環境或職災事故發生。
- (5) 對供應商、承攬商傳達環境與職業安全衛生政策，逐步推動永續採購，落實 ESG 管理，創造環境與社會的正向效益。
- (6) 關懷珍惜員工，建立健康安全及多元平權的工作環境，關懷員工身心健康狀況，定期實施員工健康檢查並適時給予協助及治療。
- (7) 強化員工、供應商及承攬商利害關係人溝通與參與，透過交流溝通與教育訓練，提高員工、供應商及承攬商的環境及職業安全衛生的認知，共同落實環境保護與職場安全。
- (8) 徹底實施環境管理系統與職業安全衛生管理系統，評估潛在的環境與職業安全衛生風險，設定優先改善目標方向與行動計畫，並建立適當指標追蹤監督執行成果，持續改善環境與職業安全衛生績效。

We are deeply committed to implementing our environmental and occupational health and safety policies by adopting the following approaches:

- (1) Meeting or surpassing applicable regulations, standards and stakeholder demands in the fields of environmental protection and health & safety, mitigation of operational risks, and safeguarding employee rights.
- (2) Adoption of eco-friendly actions, enhancement of energy and resource use

efficiency, reinforced controls at the source, waste reduction and recycling and pollution control measures, ongoing improvement of environmental performance, and pursuit of the goal of a circular economy.

- (3) Constant monitoring of global climate change trends, assessment of risks and opportunities, eco-friendly design as the fundamental principle, consideration of life cycle factors including manufacturing, packaging, and delivery, adoption of carbon emission reduction measures, and enhancement of green competitiveness.
- (4) Promotion of responsible care, voluntary implementation of management standards, ongoing improvement of operating procedures, equipment and device maintenance, and prevention of environmental incidents and occupational accidents.
- (5) Communication of environmental and occupational health and safety policies to suppliers and contractors, gradual implementation of green procurement and ESG management, and creation of beneficial effects for the environment and society.
- (6) Caring for and valuing employees, the creation of a healthy and safe work environment characterized by diversity and equal rights, concern for the physical and mental well-being of employees, regular administration of employee health checks, and timely provision of assistance and treatment.
- (7) Intensified communication and engagement with employees, suppliers, contractors, and stakeholders, raising of environmental and occupational health and safety awareness among employees, suppliers, and contractors through exchanges, communication, and training paired with implementation of environmental protection and workplace safety.
- (8) Thorough implementation of environmental management and occupational health and safety management systems, assessment of potential environmental and occupational health and safety risks, setting of priority targets for improvements and formulation of action plans, definition of adequate indicators for tracking and monitoring of implementation results, and continuous improvement of environmental and occupational safety performance._



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