



Environment, Health & Safety Policy Statement

The Vectura Group, through its Board of Directors and Executive Leadership Team, both individually and collectively, believe that all work-related illnesses, injuries, and environmental incidents are preventable.

With this in mind and so far as is reasonably practicable, the management team will ensure the health, safety and welfare of its employees whilst at work, as well as others who may be affected by the day to day operation of the business.

To fulfil its obligation, Vectura will comply with, and where possible exceed, all applicable laws, regulations and other legal requirements relating to EHS.

To achieve this and ensure continuous improvement in a sustainable manner, the Group will implement an Integrated Management System approach aligned to the internationally recognised standards of ISO 14001 for Environmental management, and ISO 45001 for Health & Safety management.

The Group endeavours to achieve compliance with the Policy by:

- Doing all that is reasonably practicable to provide safe and healthy working conditions, prevent accidents, work-related injuries, and damage to health.
- Setting standards that comply with the relevant statutory requirements for health, safety, and welfare with regard to the impact on employees, contractors, visitors and the public.
- Minimising waste, pollution, reducing our environmental footprint and decreasing the use of non-renewable resources.
- Ensuring suitable arrangements are in place to plan, implement, monitor, and review measures to address risks arising from the Group's activities. To provide, so far as reasonably practicable, a safe and healthy working environment, safe equipment, processes, premises and facilities for employees, contractors, visitors and the public.
- Eliminating hazards and mitigating risks in the workplace.
- Ensuring all employees are aware of their health, safety, and environmental protection responsibilities through the provision of suitable information, instruction, training, and supervision so as to discharge these responsibilities competently.
- Providing adequate resources to comply with the statutory requirements of the health, safety, environmental protection, and welfare of all those affected by the Group's activities.
- Ensuring that the policy and its arrangements are communicated effectively to all who may be affected by the Group's operations. The policy will be reviewed at least once a year to ensure it reflects best practice.
- Consulting with employees on health, safety and environmental protection matters through its EHS committee structure.
- Responding to any health, safety or environmental protection concerns from individuals or local communities.

Signed on behalf of Vectura Group PLC

Chief Executive Officer

Will Downie


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Date..... November 2021