
Global EHS Policy



1. PURPOSE

In our effort to sustainably deliver first-in-class medicines to our patients, workforce, health care professionals, communities, and investors, Zai Lab has made three Trust Commitments – Improve Human Health, Create Better Outcomes, and Act Right Now. This Policy describes our EHS practices to support these commitments.

2. SCOPE

This Global EHS Policy applies to all Zai Lab employees and processes.

3. EHS POLICY

- 3.1.** Zai Lab understands our responsibility for the occupational health and safety of our employees and others who can be affected by our activities. We believe a healthy workplace is a basic commitment to our hard-working team and aim to create a culture where everyone feels part of our safety journey. Through our Global EHS management system, we are committed to providing healthy workplaces, preventing work-related injury and ill health, and continually improving our EHS performance.
- 3.2.** To do our part in safeguarding the environment for this and future generations, Zai Lab is committed to meeting the needs of our customers, being transparent about our progress, and engaging our stakeholders as we further develop our environmental initiatives. We commit to reducing the environmental impact of our business practices and investing in environmental stewardship projects.

A. We Create Better Outcomes by:

- Aligning our global EHS management system framework with ISO 14001 and 45001.
- Establishing EHS objectives.
- Fulfilling applicable compliance obligations.
- Integrating actions to prepare for and respond to emergency situations.
- Conducting internal inspections.
- Integrating EHS criteria in procurement and contractual requirements.

B. We protect our People by:

- Eliminating health and safety hazards and reducing risks.
- Establishing targets for injury and illness risk reduction.
- Investigating work-related injuries, ill health, diseases and incidents.
- Consulting with employees on health and safety matters.
- Providing health and safety training to employees and/or other relevant parties to raise awareness and reduce incidents.



C. We strive to be Planet Positive by:

- Putting plans in place to make future operational decisions and commitments in line with a Net Zero future for Scope 1, 2, and 3 greenhouse gas emissions.
- Using natural resources responsibly across our operations.
- Monitoring water, electricity, and steam usage, as well as wastewater discharge and hazardous waste collection to optimize consumption and ensure safe and proper disposal of discharge and waste.
- Reducing consumption of toxic chemicals, using non-phosphorus detergents, and reducing both hazardous waste and landfill waste.
- Optimizing processes and equipment to reduce the waste of raw materials, scrap, and nonconforming products.
- Incorporating the latest technologies to reduce greenhouse gas emissions across all our facilities.
- Engaging employees in community environmental initiatives.

4. OVERSIGHT

- 4.1. The EHS Department is responsible for executing the training, communication, implementation, and monitoring plan for this Written Standard.

5. REFERENCED DOCUMENTS

- 5.1. ISO 14001:2015 Environmental management systems – Requirements with guidance for use
- 5.2. ISO 45001:2018 Occupational health and safety management systems – Requirements with guidance for use

6. VIOLATIONS

- 6.1. Violations of Written Standards are subject to disciplinary measures and will be handled under the Company's Accountability Model.
- 6.2. Questions or concerns can be raised to:
- A. Your manager
 - B. Your country Ethics and Compliance Department
 - C. The Chief Compliance Officer
 - D. Anonymously to our hotline, via:
 - United States: 855-229-9304
 - China: 400-999-4530
 - Taiwan: 00801-10-4471
 - Hong Kong: 800-908839

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Sustainability Department

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7. REVISION HISTORY

Version	Department	Description of Change	Effective Date	Expiration Date
1	Sustainability	New Policy	April 26, 2023	April 25, 2024

8. APPROVALS

Department	Name	Signature	Date
Ethics and Compliance	Ann Beasley, Chief Compliance Officer		
Legal Department	F.Ty Edmondson, Chief Legal Officer		
Sustainability	Jim Massey, Chief Sustainability Officer		