



## 1. Context of QHSE management

MedinCell is dedicated to improving Global Health by providing drugs of higher safety and efficiency for all, independently from the country and revenues. This goal is possible only if a strong focus is given to reaching the appropriate level of Quality and HSE that make our activities safe and successful.

Using MedinCell values as a foundation, MedinCell designs, maintains and continuously improves a dynamic and responsive QHSE Management System that is:

- ✓ structured and improvement-oriented,
- ✓ allowing agile Research & Development and associated activities,
- ✓ addressing risks & opportunities,
- ✓ regularly re-evaluated to ensure that it remains fit-for-purpose.

## 2. General accountability regarding QHSE

The CEO owns the policy, and re-defines it as needed according to the context, the overall strategy, and the actual and expected QHSE performance of MedinCell.

Site management Leader, Head of Research & Development and Head of Pharmaceutical Operations are mandated by the CEO to review, to steer, and to account for the QHSE performance. They make sure that QHSE system promotes innovation & creativity, while ensuring the production of appropriate data and materials along the lifecycle of projects.

QHSE Leader designs, deploys and coordinates the QHSE management system, accounts for its fitness-for-purpose, and defines and monitors relevant performance indicators.

All employees must understand and align with the fundamental principles defined in this QHSE policy and abide by MedinCell values, rules and procedures.

## 3. Permanent involvement of all

Doing a work of quality is an involvement of everyday that applies to all employees. Each employee is entitled to challenge the fitness-for-purpose of their ways-of-working and propose improvements. All employees must report when anything seems not aligned with our QHSE Policy or with any element of our QHSE Management System.

As part of the same company, and heading for the same mission, employees have the responsibility to work collectively and demonstrate appropriate practices (safety, confidentiality, conscientiousness, traceability...).

All employees are expected to react spontaneously when facing unusual situations or incidents (alert, report, analyze potential risks and impacts, solve when possible, offer support when appropriate...). All employees are key elements for the control of MedinCell activities and the success of MedinCell.

## 4. Overall expectations

- Comply to applicable rules at all times.
- Maintain MedinCell a safe place to work with permanent awareness of risks and opportunities.
- Work purposefully and with initiative to achieve the deliverables of MedinCell.
- Seek performance and continual improvement.
- Develop a shared QHSE culture of excellence amongst the whole staff.
- Build Quality and HSE in processes and projects.
- Be ready to respond to incidents and unexpected situations to ensure resilience of MedinCell.

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