

# QHSE Policy

« An Ongoing Commitment »

Implemented April 2024 | Version 1.2

ANS Biotech is a CRO specialized in preclinical pain pharmacology, internationally recognized by its clients and the scientific community for its in vivo screening and preclinical profiling services dedicated to the discovery and development of novel analgesic treatments.

Determined to become a world-class reference of excellence in our core business, we place equal emphasis on the quality of our services and our approach to work, relying on:

- An ambitious corporate strategy,
- Respect for our values,
- Compliance with regulatory and standard requirements for **Quality, Health and Safety, and the Environment**.

To address these **CHALLENGES**, our QHSE approach is based on the following axes:

<b>QUALITY</b>	<ul style="list-style-type: none"><li>• Customer satisfaction at the heart of our commitment</li><li>• Continuous improvement driving our excellence</li><li>• Timeliness deeply rooted in our culture</li></ul>
<b>HEALTH SECURITY</b>	<ul style="list-style-type: none"><li>• Risk prevention and control in our business operations</li><li>• Creation of a safe, motivating and rewarding work environment</li></ul>
<b>ENVIRONMENT</b>	<ul style="list-style-type: none"><li>• Minimizing environmental impact for a sustainable future</li></ul>

This ambitious QHSE policy reinforces our determination to support our clients in their research projects.

It involves all employee's commitment and from the management who is in charge of setting orientations and providing all necessary resources.

The Management Team is committed to promote and implement this policy.

Top Management personally monitors its implementation in a continuous improvement approach to demonstrate its commitment and to strengthen the image and performance of the Company.

**Bernard van Iseghem**  
CEO  
ANS Biotech S.A.