

## Environmental, Health & Safety Commitment

A proactive Environmental, Health and Safety (EH&S) culture is integral to the mission of Gilead Sciences to discover, develop and deliver innovative therapeutics to all people suffering from life-threatening diseases. We commit to the implementation of management systems in alignment with the International Standards Organization in the areas of Environment (ISO 14001) and Occupational Health and Safety (ISO 45001) as a framework for governance of continual improvement to the workplace for our employees and our impact on the environment and the communities we serve. We employ a hierarchy of controls to systematically manage health and safety risks in the workplace by prioritizing elimination, substitution, engineering controls, administrative controls, and when necessary, the use of personal protective equipment to ensure effective risk mitigation. These commitments extend to all aspects of our business including supply chain, non-hazardous and hazardous waste management, selection of and collaboration with business partners, as well as due diligence in the evaluation of future merger and acquisition activities.

**Gilead people leaders** are responsible for the EH&S performance of their staff in locations and operations under their supervision by ensuring awareness of workplace risks and mitigating controls in use.

**Employees, contractors and third parties performing work** at any global Gilead location are required to:

- Complete assigned training and instruction as required to understand and comply with all company standards and applicable EH&S laws and regulations in countries where we operate or do business.
- Contribute to identification, implementation and adherence to practices, policies, and processes which evaluate and mitigate risks to the health and safety of workers, impact in the environment and welfare of our neighboring communities.

Each **Site EH&S team** serves as site-based ambassadors of safety culture and are responsible for documentation, implementation, management, and training of staff in all EH&S programs and activities as required in support of business operations. Teams are expected to:

- Establish prioritized goals and objectives in support of EH&S Commitments that are readily monitored as performance metrics.
- Regularly review EH&S metrics with stakeholders to guide actions for refinement and continual improvement of EH&S objectives and performance.

The **Corporate EH&S team** is responsible for establishing and implementing all processes associated with EH&S Governance including corporate EH&S policy, compilation, review, and communication of performance metrics, as well as oversight of internal and external compliance audits.



Andrew Dickinson

Executive Vice President, Chief Financial Officer