



Health, Safety and Environment (HSE) Policy

D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V. is committed to carrying out business in a way which is sustainable and socially responsible with regard to the health and safety of our employees; the environment and others who may be affected by our activities.

Specifically, it is D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V. Policy to:

- Comply with all relevant laws and regulations and take additional responsible risk reduction measures if considered necessary.
- Ensure that all activities are conducted safely, protecting the health of employees, contractors, visitors, customers and the public.
- Ensure that all activities are conducted in a manner that proactively protects the environment, and maximizes efficient use of resources.
- Continuously improve HSE performance by setting and maintaining high standards and the engagement of all employees.
- Hold all employees, and those who work with D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V., accountable for behaving safely and preventing pollution and harm to the environment.

This policy applies to all D.O.R.C. Dutch Ophthalmic Research Center (Intl.) B.V. activities worldwide. It will be reviewed annually or when circumstances materially change.

Zuidland, 16 May 2017

A blue ink signature of Wolfgang Reim, written in a cursive style.

Wolfgang Reim
Chief Executive Officer

A blue ink signature of Chris Fryer, written in a cursive style.

Chris Fryer
Chief Technology Officer

A blue ink signature of Eelco de Groot, written in a cursive style.

Eelco de Groot
Chief Operations Officer

A blue ink signature of Marco van Straaten, written in a cursive style.

Marco van Straaten
Chief Financial Officer