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	Effective Date: October 4, 2021	
Document Type:	POLICY	
Title:	PROVENTION BIO'S COMMITMENT TO ENVIRONMENTAL AND SOCIAL WELFARE	

1. PURPOSE

- 1.1 Provention Bio, Inc. ("Provention") is committed to minimizing the environmental impact of our business activities, while also positively impacting our communities.
- 1.2 Provention is committed to meeting or exceeding the requirements of all applicable laws, regulations, and obligations pertaining to environmental protection, sustainability, and employee welfare.

2. SCOPE

- 2.1 These principles apply to all Provention employees and across all products, functions, and geographies in which we operate.
- 2.2 The provisions in Section 3.3 below apply to all suppliers and vendors who perform work on our behalf, worldwide.

3. ENVIRONMENTAL STEWARDSHIP

3.1 Background

- 3.1.1 We are proud of the fact that Provention has operated in a virtual environment since its inception. We believe this environment creates a strategic advantage by allowing us to hire and retain top talent across the country.
- 3.1.2 We do not lease, own or operate manufacturing or laboratory space. We outsource our manufacturing, clinical trials and certain other functions.
- 3.1.3 As of September 1, 2021, our total workforce is fewer than 100 people. We maintain a small administrative office, but generally employees' regular worksite is their personal home office.

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3.2 Addressing Conservation, Emissions and Climate Change

- 3.2.1 It is the policy of Provention to minimize our environmental impact wherever possible. Since its inception, Provention has operated in a manner cognizant of the risks posed by climate change, and we believe our virtual working model has significant positive climate benefits.
- 3.2.2 We do not directly generate hazardous waste or handle substances of concern, including medical waste, in any of our operations. Our target is to remain a non-generator of hazardous waste in our office.
- 3.2.3 Where available, we employ processes, materials, practices, equipment, and technologies that foster conservation and reduce waste. We encourage employees to minimize their personal environmental impact, including recycling and avoiding unnecessary printing, while working for Provention.
- 3.2.4 We believe that the right to clean, affordable and accessible water is a fundamental human right. We meet or exceed all relevant water regulations for the jurisdictions in which we operate.
- 3.2.5 While we expect to expand our headcount over the coming years, our target is to reduce or maintain our current level of greenhouse gas emissions on a per capita basis. We support this target by, among other things, allowing employees to work remotely without the need to commute to the worksite. When there's a business need for travel, Provention encourages energy efficient choices (e.g., preferring rail and ground transportation where appropriate, and non-stop over connecting flights for long-distance air travel).
- 3.2.6 We also employ energy-efficient technologies in our administrative office, and we have streamlined our technology portfolio with ENERGY STAR® certified computer hardware.

3.3 Supply Chain and Partners

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3.3.1 Our manufacturing and clinical trial partners are large, well-known companies with sophisticated manufacturing processes and waste handling and biosafety procedures. We review their environmental policies, procedures, and statements, to ensure they comply with these principles.

3.3.2 We coordinate with our manufacturing partners to ensure the effective operation of an Environmental Management System. As of September 1, 2021, all suppliers who support the manufacturing of Provention products are ISO 14001 certified.

4. SOCIAL WELFARE

4.1 Our Communities

4.1.1 We are focused on the needs of patients, healthcare providers, and the communities we serve. We support robust patient advocacy, with a focus on Type 1 Diabetes (“T1D”) a disease that disproportionately impacts young children, as well as Celiac Disease and Lupus.

4.1.2 We provide unlimited PTO to our employees, and we are particularly proud of our many employees who dedicate their PTO time to volunteering in support of the T1D community (including at camps for children diagnosed with T1D) and other social welfare causes, as we believe in encouraging community engagement and support.

4.2 Our Inclusive Workplace

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- 4.2.1 We are inclusive of and value individual differences of our employees -- whether grounded in gender, race, ethnicity, disability, nationality, religion, age, LGBTQ status, veteran status, or other factors.
- 4.2.2 We are committed to continuous improvement toward ensuring appropriate representation across all these dimensions of diversity at the Board level, in our senior management, and throughout our workforce.
- 4.2.3 We support diversity in our hiring practices as well as in the professional development and advancement of our personnel.
- 4.2.4 We've committed to making a good faith effort to improve our current practices over time, when opportunities are available.
- 4.2.5 All hiring managers receive training in Equal Employment Opportunity compliant recruiting and interviewing practices.

5. DOCUMENT HISTORY

#	Date	Version #	Revised By	Description of Changes