



Global Human Rights Policy

Version 1.0

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1. Fagron's Commitment

As a global company with the ambition to create the future of personalized medicine we believe that all our products should be produced responsibly. Fagron is committed to protecting human rights and therefore fully supports the UN guiding principles on business and human rights and the International Labour Organization conventions on this subject. We strive to uphold the same level of respect and care for human rights in all countries we operate in.

Our commitment is closely linked to the Fagron family rules, which define how all our employees collaborate and interacts with others:

- **Responsibility** – as a global leading company we are committed to setting an example and always conduct in an ethical and responsible manner;
- **Transparency** – we aim to be fully transparent by clearly communicating our policy to internal and external stakeholders;
- **Simplicity** – with simple and clear guidelines we make our views and beliefs known so that the policy is clear for all involved parties;
- **Autonomy** – we strive to only work with parties that have the autonomy to always engage with respect and care for human rights;
- **Humility** – every individual is important and by being humble we strive to value the rights of everyone within the Fagron operations;
- **Analytic** – we will continue to monitor and analyze the results of this policy and take corrective actions where needed.

This policy applies to all Fagron employees and all individuals working for Fagron that are engaged through a third party, but also to the business partners throughout our supply chain.



2. Human Rights Standards

2.1 Working Conditions

At Fagron we encourage a working environment where every individual is empowered to perform at its best and is able to innovate and develop. We continuously build and foster a culture that enables our employees to become the best version of themselves. Promoting feedback and recognition throughout the whole organization is key to preserving our culture.

We have designed a continuous feedback cycle that enables our employees and leaders to give feedback to each other on a regular basis. The regular check-ins will be gathered and used for the end-of-year evaluation. This effective mechanism enhances the ownership employees have in regard to their own development and supports them to set personal goals and discuss career opportunities and training possibilities.

Moreover, we aim to provide our employees (and their families) with an adequate standard of living. Therefore, we have defined a reward strategy that fits the competitive market in which we operate. By benchmarking our wages and benefits, we can ensure that our employees are paid fairly and in line with our strategy.

In addition to a fair and competitive compensation & benefits package, we highly value the employee's work-life balance. We respect the right to rest and leisure, as employees have the right to take paid vacation days and the right to have a family life (parental leave and equivalent provisions as applicable).

2.2 Diversity and Inclusion

Our people are our most important assets. We work together as one big team and value the unique contribution that every person brings to Fagron.

We treat our colleagues with respect and fairness and we believe that we accomplish more when people from different backgrounds and with different talents come together.

Employees and applicants are treated without any regard to personal characteristics such as age, race, color, ethnicity, religion, sexual orientation, gender identity, marital status, disability or any other characteristics protected by applicable laws.

2.3 Discrimination and Harassment

Harassment, discrimination and abuse can be defined as behavior that is unreasonable, unwanted and offensive to the recipient and creates a hostile, humiliating or intimidating work environment for the individual. We do not tolerate any kind of discrimination, harassment, abuse or any other action that can be considered as intimidating, offensive or discriminatory.



2.4 Freedom of Association

At Fagron we aim to create a transparent and open environment, in which our employees are free to join any organization that reflects the employee's interest.

Concerns or suspicions can be raised without fear of reprisal, which is essential to preserving our culture, our reputation and ability to operate.

2.5 Health and Safety

Fagron adheres to all laws and regulations which are designed to protect the health and safety of our employees. By proactively addressing and remediating identified risks, we strive to prevent or minimize injury and damage to health.

All employees working for Fagron should be able to execute their job in a clean, orderly and safe environment where they feel confident. We have a zero-tolerance policy for actions that jeopardize the health and safety of our employees and others.

2.6 Security

Fagron is committed to provide all employees with a work environment that is free from violence, intimidation, harassment or other forms of threats.

We adhere to all laws and regulations to preserve and respect the employee's privacy and dignity. Therefore, we have security procedures in place in all our facilities worldwide.

2.7 Forced Labor and Human Trafficking

We strongly forbid any form of modern slavery and human trafficking. This includes forced labor, such as prison labor, indentured labor, debt labor and military labor.

A Modern Slavery Statement (www.investors.fagron.com/governance-documents) has been designed to combat and prevent modern slavery and human trafficking in our company and supply chain.

2.8 Child Labor

At Fagron we prohibit any use of child labor worldwide. Every individual should have reached the country's legal minimum age for employment. Special care needs to be taken into account for young workers under the age of 18, who are more vulnerable and less experienced.

Young workers must not be employed in work which could jeopardize their mental or physical well-being, such as working overtime, exposure to chemicals, heavy machinery and tools.



3. Business Partners

3.1 Suppliers

At Fagron we are committed to ensuring that our suppliers apply the same ethical standards regarding human rights.

This policy is made available on the Fagron website (www.investors.fagron.com/governance-documents). We expect our suppliers to take responsibility in actively preventing any violation of human rights and conduct business in line with the Fagron policy.

Our employees also need to take this policy into account in their day-to-day business with the suppliers and stay vigilant and aware of any possible violations of this policy.

3.2 Customers

With patients as our most vulnerable end-customer, Fagron adheres to all laws and regulations which are designed to protect every patient. As part of our knowledge management program we continuously monitor updates to local laws and regulatory update via our quality pharmacists and responsible personnel to ensure patient welfare is at the center of our company. We believe that the welfare and dignity of the patient are to be valued above everything else. We are in the practice of finding solutions to every patient's healthcare needs and we recognize that any violation of legal standards may cause serious damage.

Quality and safety are core considerations at every stage of the research, development, manufacturing, storage, and distribution of our products. Fagron commits to monitor the safety, the quality and performance of our products in accordance with all applicable internal and external standards.

We also commit to communicating honest product information to our clients. Promotional activities and communication must not be inaccurate or misleading and must be compliant with all applicable medical, regulatory and legal standards.



4. Corrective Actions

Employees and all individuals working for Fagron that are engaged through a third party as well as Fagron's business partners are expected to be fully compliant with this policy. Any breach of this policy will lead to corrective actions that may include termination of the employment or business relationship.

5. Reporting for Employees

With 'transparency' as one of our family rules, we strive to have an open environment for communication between our employees through all layers of our business organization. We are committed to comply with any applicable law or regulation and to create awareness through training on our human rights policy.

We provide different communication channels to our employees to address any questions about this policy or to confidentially report a concern or potential violation. Employees who have questions or concerns may contact their local business leader, (local) HR responsible or the Compliance Officer (situated at the Global Service Center in Rotterdam).

We have established a worldwide tool for our employees to anonymously report any suspicion or violation via a secured link. Fagron will investigate, address and respond to reported concerns and will take appropriate action.

At Fagron we ensure that no repercussions will be taken against any employee for raising concerns under this policy.

Together
we create the future
of personalized medicine

