



Modern Slavery Statement

Version 1.0

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1. Fagron's Commitment

This Modern Slavery Statement is designed to prevent modern slavery and human trafficking in our company.

Fagron has the responsibility to be alert and investigate any risk of modern slavery and human trafficking in our business as well as in our supply chain. We expect our employees to report concerns via our anonymous tool and our management to take proper action.



2. Our Modern Slavery Statement

2.1 Organization

Fagron is a global company with the ambition to create the future of personalized medicine. We are committed to protect human rights and therefore fully support the UN guiding principles on business and human rights and the International Labor Organization conventions on this subject.

Fagron focuses on innovative and high-quality products and concepts in the market for personalized medicine. We support prescribers and pharmacists in enhancing medication compliance and help to improve the lives of patients every day.

The Fagron Global Service Center (HQ) is situated in Rotterdam, The Netherlands, and has offices in Asia, Europe, Latin America, North America, South Africa, and the Pacific. Visit www.fagron.com to learn more about our company.

2.2 Policies on Modern Slavery and Human Trafficking

This Modern Slavery Statement and our Global Human Rights Policy (www.investors.fagron.com/governance-documents) reflect our commitment to acting ethically and with integrity in all our business relationships. We treat everyone with dignity and respect.

Fagron endeavors its best efforts that no form of modern slavery nor human trafficking will take place in any part of our business.

2.3 Due Diligence

Fagron has a zero-tolerance approach to modern slavery and human trafficking. We expect our suppliers to take responsibility in actively preventing any violation of human rights and conduct business in line with our policies.

We find it important to build strong and long-standing relationships with everyone that we are working with. Therefore, we only work with suppliers, customers and third-party vendors whom we are certain to have no modern slavery and human trafficking in their business and supply chain.

To identify, combat and prevent risks throughout our supply chain, we expect each company in the supply chain to perform due diligence for the next line in the chain. We commit to take action in case there might be any concern of modern slavery or human trafficking.



2.4 Measures

We have put in place measures to assess the effectiveness of preventing modern slavery and human trafficking in all parts of our business and dealings with third-party vendors, suppliers, and customers, including:

- Whistleblowing tool for anonymous reporting;
- Periodic awareness training; and
- Communication in the annual report with actions taken.

2.5 Training

It is our responsibility to ensure that all our employees have a high level of understanding of the risks of modern slavery and human trafficking within our business and when dealing with customers, suppliers and third-party vendors.

We are providing all our employees with periodic training to understand these risks, to understand our policies and expectations and to learn how to act upon certain challenges they may face in their day-to-day business.



3. Business Partners

At Fagron we are committed to ensuring that our business partners, such as suppliers and distributors, apply the same ethical standards regarding human rights.

This statement and our policies are available on the Fagron website (www.investors.fagron.com/governance-documents). We expect our business partners to take responsibility in actively preventing modern slavery and human trafficking and to conduct business in line with the Fagron policy.

Periodic communication to our suppliers and third-party vendors will also take place to inform them about our policies and expectations.

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 our policies. Any breach of these policies will lead to corrective actions that may include termination of the employment or business relationship.

5. Reporting for Employees

We provide different communication channels to our employees to address any questions about this statement, or our policies, 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.

Together
we create the future
of personalized medicine

