

Human Rights Statement

We are firmly committed to conducting our business operations in accordance with the highest ethical standards and to respecting and upholding internationally recognised human rights wherever we operate. We support the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work. We are dedicated to upholding these standards across all our operations, regardless of jurisdiction. We are opposed to all forms of modern slavery and we disclose in accordance with the transparency requirements of the United Kingdom's Modern Slavery Act 2015 and equivalent legislation.

As a signatory and member of the United Nations Global Compact since 2007, we report on our progress, specifically on Principle 4: Labour (Businesses should uphold the elimination of all forms of forced and compulsory labour). We have been constituents of the FTSE4Good Index since 2014, reflecting our continued commitment to recognised environmental, social, and governance standards.

We believe that we have a responsibility to promote and uphold human rights through our engagements with our employees, suppliers, customers, communities in which we operate. In particular, we are committed to:

- Opposing and preventing all forms of slavery and exploitative child labour.
- Providing a safe and secure workplace for our employees and contractors.
- Applying high standards of care and integrity to our management and processing of our employees' personal data.
- Providing a fair salary and promoting the wellbeing of our employees.
- Providing an environment that is free from unlawful discrimination or harassment.

Further information on our work in relation to the integration of human rights aspects into our sustainability goals can be found in our annual Sustainability Reports, available [here](#).

Right to Health

We recognise the fundamental human right to the highest attainable standard of health, as set out in Article 25 of the Universal Declaration of Human Rights. A key component of this human right is access to appropriate medical care. As a manufacturer of high-quality generic and branded generic medicines, we consider our primary contributions in promoting the right to health to be increasing the accessibility and affordability of our medicines and ensuring that we manufacture and package our products in accordance with the highest quality standards, while maintaining the success of our business.

We commit to maintaining full compliance with relevant GMPs for our products and to considering aspects of product affordability and availability in our commercial decisions.

We maintain a medicine donation programme to extend support to the communities in which we operate, as well as those facing emergency situations.

Workplace Rights and Labour Practices

We are committed to creating a culture and working environment that promotes the dignity and rights of all our employees. Our approach is guided by the following principles:

- Our Code of Conduct (“**Code**”) sets out the core standards and ethical behaviours that we expect our employees, contractors, and third parties with whom we contract or do business to apply and uphold, including compliance with human rights and labour rights principles. The core principles enshrined in our Code are underpinned by a number of group, regional and local policies, procedures and guidelines that help uphold our values and mitigate against human rights violations.
- We are committed to providing a secure and healthy work environment. In order to do so, we proactively manage and address occupational health and safety risks and publish relevant data in our annual Sustainability Report. Our Group-wide principles for ensuring employee health and safety are outlined in our Group Environmental, Health and Safety Policy Statement, which is available on our [website](#).
- We prohibit all forms of discrimination, harassment, and abusive treatment, and foster a culture where employees and others are encouraged to report violations or misconduct freely without fear of retaliation.
- We prohibit all forms of modern slavery, human trafficking, and exploitative child labour within our operations. We also prohibit all forms of forced labour, including involuntary employment, prison labour, debt bondage and indentured servitude. You can find further information about the measures we take to address modern slavery risks in our Modern Slavery Statement, available [here](#).
- We respect the employment principles set out in the UN Declaration of Human Rights and the International Labour Organisation. Our employment practices are aligned with international standards and applicable local laws, ensuring, as a minimum, compliance with International Labour Organisation standards on minimum working age and child labour, as well as national legal requirements.
- We recognise our employees’ freedom of association and right to collective bargaining in accordance with local laws.
- We ensure that all our employment practices comply with all applicable labour laws, regulations and guidelines, including those related to hiring, wages, hours worked, overtime and working conditions.

Transparency and Oversight

Our commitment to upholding human rights is supported by transparent disclosure and oversight processes, which are embedded in our corporate governance structure to ensure accountability.

We maintain an independently operated Speak Up platform that provides confidential and anonymous channels for employees and external stakeholders to report any suspected violations of our Code of Conduct, policies or applicable laws, including any human right violation.

All reports are investigated promptly in accordance with internal policies and procedures on investigations. Employees who commit a violation may be subject to disciplinary measures, up to and including termination of employment.

We do not tolerate reprisal, retaliation or subsequent discrimination against any person who in good faith raises a concern or reports possible misconduct, as further provided in the Company’s Non-Retaliation Policy.

