

Modern Slavery Statement

At Ipsen, we are dedicated to improving patients' lives, improving health outcomes, and making a meaningful difference in society. We are committed to inspiring and enabling actions that contribute to a healthier and better future for all. In this statement, we describe the risk management measures we have implemented to prevent modern slavery in our operations and supply chains. We strive to continuously improve as part of our ongoing commitment to fostering a robust ethical culture.

» Organization Structure and Business

Ipsen Pharma SAS is a global, mid-sized biopharmaceutical company headquartered in Paris, France. We focus on transformative medicines in oncology, rare disease, and neuroscience. Ipsen has nearly 6,000 employees across the globe, including experts in key therapeutic areas. We aim to introduce at least one new drug or indication annually through focused research and development efforts. Public policy is a fundamental component that shapes our business. We collaborate with industry, academia, and public groups to advance our shared mandate of helping patients.

» Policies and Due Diligence Processes

We are firmly committed to Generation Ipsen. Generation Ipsen is our sustainability strategy, signaling Ipsen's commitment to shaping a better, healthier world, anchored by four pillars – Environment, Patients, People, and Governance – integrating purposeful actions that are both tangible and visible.

We abide by our Code of Conduct (the “Code”), which specifies that we adhere to the principles of the United Nations (“UN”) Global Compact and support the principles set out in the UN Declaration of Human Rights and the International Labor Organization’s standards regarding child labour and minimum wage. We have developed a [Human Rights position paper](#) which outlines our stance to conduct business with respect for international human rights standards. We encourage our employees to raise any violations of the Code to Business Ethics or Human Resources team, or anonymously through our Ethics Hotline.

We require our third parties to act in accordance with our Business Partner Code of Conduct. We strive to ensure third parties comply with the Ipsen Business Partner Code of Conduct or their own code which requires compliance with all applicable international and national laws and maintaining adequate standards and controls to demonstrate their commitment to a compliance and ethical culture. The Business Partner Code details that Ipsen reserves the right to not enter or to discontinue a relationship with a Business Partner whose practices would not meet the business ethics principles and/or would not comply with applicable laws and regulations.

Ipsen leverages a risk-based approach to managing third parties which includes due diligence questionnaires, background checks, sanction checks and review of adverse media. Where risk is identified, we look further into our third-party compliance practices and how they deal with concerns raised around human rights, labour laws, and code of ethics.

» Modern Slavery Risks

We recognize the importance of maintaining our due diligence measures and continuously improving to ensure we have the appropriate measures in place to prevent any instances of modern slavery in our activities and supply chains. We will continue to monitor and reflect on our risk profile and refine our measures accordingly.

Remediation measures

We have not identified any cases of modern slavery being used in our activities and supply chains to date, and therefore have not engaged in remediation measures in the last financial year. In instances where such cases are identified in the future, we will engage in remediation efforts which may include discontinuation of relationships and contracts.

Remediation of Loss of Income

We have not identified any cases of modern slavery being used in our activities and supply chains to date, and therefore have not engaged in remediation measures in the last financial year. In instances where such cases are identified in the future, we will approach remediation of loss of income in a diligent manner.

Training

Ipsen provides mandatory training for employees on the Ipsen Code of Conduct annually. The Code details our ban on child labour and forced labour, in addition to referencing the Business Partner Code of Conduct. All new hires are assigned the Ipsen Code of Conduct and are expected to complete within 60 days of employment at Ipsen. Training completion is tracked as part of each employee's training records. We provide specific guidance to our employees that we do not tolerate modern slavery. In the case where we identify risks by a prospective business partner, we instruct our employees to reject the proposal and inform our Business Ethics and Legal teams. We strictly abide by our core value of respecting the human rights of our employees and the stakeholders we interact with.

Assessing Effectiveness

We assess the effectiveness of our policies and processes through regular monitoring and audits of Ipsen and Ipsen's third party. Any observations of modern slavery are raised to ensure adequate mitigation and as applicable termination of employee or relationship with third party. We leverage monitoring and audit findings as opportunities for improvement in ensuring ethical business conduct, including the prevention of modern slavery, in our activities and supply chain.

Conclusion

At Ipsen, ethical and responsible operation is core to how we do business. We collaborate with our Business Partners to improve patients' lives while making a positive impact on the global community. We have a zero-tolerance approach to any form of modern slavery. We strive to ensure that we have effective systems and controls in place to safeguard against any form of modern slavery being used in our activities and supply chains.