

# Ipsen Human Rights Statement

## Introduction

At Ipsen, our mission is to improve patients' lives. Our operations are conducted with a deep understanding of their impact on human rights. Guided by our sustainability framework, Generation Ipsen, we proactively engage with our stakeholders - employees, patients, partners and suppliers, customers, and communities, to ensure that our commitment to human rights principles is reflected in every aspect of our business.

Ipsen has been committed to the Ten Principles of the United Nations (UN) Global Compact since 2012 and supports the principles set out in the UN Declaration of Human Rights and the International Labor Organization's standards. We pledge to respect and promote human rights in accordance with these standards.

## Our Approach

At Ipsen we strive to respect and protect human rights throughout our value chain, from research and development to manufacturing, distribution, marketing and through to sales. We also seek to promote and advance human rights in our sphere of influence, by using our voice and leverage to advocate for human rights in the health sector and beyond.

At Ipsen, we aim to align our responsibility to respect human rights with the policies that shape our business activities and partnerships. Our Ipsen Code of Conduct and the Ipsen Business Partner Code of Conduct are key parts of the company's values and contribute to integrating human rights principles into our company culture. These documents are publicly available and communicated internally and externally to all our employees and business partners, who must strictly adhere to these guidelines. We also provide annual Code of Conduct training and awareness-raising programs on human rights for all our employees.

Our approach to human rights is guided by the following principles, as addressed in our Codes of Conduct:

- We respect and promote human rights.
- We comply with all applicable laws and regulations on human rights in the countries where we operate.
- We adhere to the principles of the United Nations (UN) Global Compact.
- We support the principles set out in the UN Declaration of Human Rights and the International Labor Organization's standards regarding child labor and minimum wage.
- We invest in communities and focus our efforts on patient associations and charitable work. Our commitment reflects our Company Social Responsibility effort and Ipsen's employees are our ambassadors.
- We conduct human rights assessment as part of our "Third party due diligence" process to identify, prevent, mitigate, and account for our human rights impacts and risks.
- We report on our human rights performance and progress in a transparent and accountable manner.
- We continuously improve our human rights performance and capabilities through learning, innovation, and collaboration.

## Our Focus Areas

We focus on the following human rights issues that are most relevant to our business and our stakeholders:

- **Access to health:** We recognize that access to health is a fundamental human right and we are committed to improving access to care for people, by addressing barriers and gaps in access to health.

- **Research ethics:** We conduct our research and development activities in accordance with the highest ethical standards and in compliance with the relevant laws and regulations. We ensure that all our clinical trials are designed and conducted with respect for the rights, safety, and well-being of the participants and that they follow the principles of informed consent, confidentiality, and transparency.
- **Business partners:** We respect and protect human rights in our business relationships, and we have developed a comprehensive Business Partner Code of Conduct that sets out principles and expectations for partners regarding human rights and other sustainability issues. We require partners to adhere to our Business Partner Code of Conduct and to demonstrate their compliance through regular assessments.

We conduct supplier qualification and regular risk-based due diligence across our value chain, which involves ensuring that our expectations for human rights, among other topics such as anti-corruption and a sustainable environment, are addressed at the earliest stages of the third-party engagement...
- **Health and safety:** We provide a safe and healthy work environment for our employees and contractors, and ensure the quality, safety, and efficacy of our products and services for patients. We monitor and report all adverse events or incidents related to our products and take appropriate corrective and preventive actions. We also provide accurate and timely information and education to external stakeholders on the benefits and risks of our products.
- **Labor rights:** We are dedicated to ensuring fair and decent working conditions for all our employees, which includes the right to freedom of association, collective bargaining, and a workplace free from discrimination, harassment, and violence. We offer equitable wages, benefits, and a safe and healthy work environment, while strictly prohibiting forced or child labor. We also support the professional development and well-being of our employees and foster a culture of inclusion, diversity, and respect. Furthermore, we require our partners and contractors to uphold these labor rights standards, guaranteeing that these ethical practices are consistently maintained across all our partnering entities within the value chain.
- **Privacy and data protection:** We respect the privacy and data protection rights of our employees, patients, customers, suppliers, and other stakeholders, and we comply with the applicable laws and regulations on data collection, use, storage, and transfer. We implement appropriate technical and organizational measures to protect personal data from unauthorized access, use, disclosure, or loss.
- **Environmental sustainability:** We acknowledge the interdependence between human rights and the environment, and we seek to minimize the environmental impact of our activities, including greenhouse gas emissions, waste generation, water consumption, and biodiversity loss. We also support environmental initiatives and projects that benefit our communities and stakeholders.
- **Grievance mechanism:** To ensure that we respect and protect human rights in our operations and interactions, we provide effective and accessible grievance mechanisms for our stakeholders who may have concerns or complaints regarding our human rights performance and impact. We encourage our stakeholders to raise any human rights issues or grievances through various channels, such as our ethics hotline, or our whistleblower system. We acknowledge and respond to all human rights grievances in a timely and respectful manner, and we seek to resolve them through dialogue and consultation. We also provide appropriate remediation and compensation for any adverse human rights impacts that we may cause or contribute to, or that may be directly linked to our operations.

*For more information, see the Ipsen Code of Conduct, the Ipsen Business partners Code of Conduct, the “Ipsen’s stance on Corruption”, and the “Glimpse on our workplace and workforce” on [ipsen.com](https://www.ipsen.com) (“Our standards”).*

### **Our Reporting and Accountability**

To measure and improve our human rights performance and impact, we have established a set of key performance indicators (KPIs) that are aligned with the UN Guiding Principles on Business and Human Rights. We report on our human rights performance and progress annually in our sustainability report and other relevant disclosures, and we seek external verification and assurance of our data and information. We also participate in external initiatives and assessments that benchmark our human rights performance against international standards and best practices. We welcome feedback and dialogue from our stakeholders on our human rights approach and activities.

Our commitment to human rights is reflected in the fact that in 2023, there were no reports of any known instances of causing or contributing to human rights violations.

At Ipsen, we believe that respecting and protecting human rights is not only our duty and responsibility as a public health actor – we also create value for our stakeholders and society. We also believe that respecting and protecting human rights is essential for achieving our vision and mission of improving the health and well-being of people around the world.

We encourage all stakeholders to report any concerns, using the Whispli designated Alert Platform (<https://app.whispli.com/IpsenAlerts>) or the email address [ipsen.Ethics.Hotline@ipsen.com](mailto:ipsen.Ethics.Hotline@ipsen.com), or directly with our business ethics department, and we ensure that there is no retaliation against those who report in good faith.