

# GALDERMA

EST. 1981

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## **Human Resources at Galderma**

At Galderma, we know that our people are our most valuable asset. Only through maximizing the potential of every employee will we be able to become the leading dermatology company in the world.

To this end, we strive to offer the right environment to attract, develop, motivate and retain talent. Across our company, we embrace diversity and foster an inclusive environment where the dignity, privacy and personal rights of every employee are respected. Galderma has a well-defined governance framework, which guides how our company, employees and partners operate. The foundation of this framework is the company's Code of Ethics and the Galderma Supplier Code. We have dedicated policies and procedures on anti-bribery & anti-corruption and third-party risk management, among others, and have made commitments to labor standards, sustainability, diversity (including respect for the rights of employees), product safety, research & development and innovation.

We encourage our employees to speak up and report potential misconduct, categorized as any conduct that violates the Code of Ethics, Company policies or law. Employees should report potential misconduct to their Senior or Line Manager, Human Resources Business Partner or any member of the Legal & Compliance functions, or else via the Integrity Reporting Hotline, where reports can be made anonymously.

### **Freedom of Association**

Galderma recognizes the right of our employees to freedom of association and collective bargaining, according to the applicable law of each relevant country.

### **Discrimination**

At Galderma, we do not tolerate any form of discrimination, including on the basis of origin, nationality, religion, race, gender, age or sexual orientation. We are committed to keeping our workplace respectful, with equal opportunities in employment and free of discrimination of any sort. This applies, in particular, to hiring, duty assignment, planning of working conditions, remuneration, training and professional development, promotion, and termination of employment relations. Employees who feel that their workplace does not comply with the above principles are encouraged to raise their concerns with their Senior or Line Manager, Human Resources Business Partner or any member of the Legal & Compliance functions, or else via the Integrity Reporting Hotline, where reports can be made anonymously.

## **Harassment**

Galderma is committed to maintaining a workplace free from any kind of psychological or physical harassment. We expect all employees to respect the dignity and the physical and psychological integrity of our patients, consumers, colleagues and business partners.

## **Diversity & Inclusion**

At Galderma, Diversity & Inclusion have been actively embedded into our company culture. Our Global Diversity & Inclusion teams have been fueling this journey by establishing dedicated councils focused on tracking progress across the globe. We strongly believe that our people and workforce should reflect our communities and the consumers we serve, and that everyone can and should be their authentic selves in the workplace. Innovation is made possible by a diverse and inclusive culture. In 2022, we announced the launch of our first ever global employee resource group: BEQUAL. This initiative supports our LGBTQ+ employees and helps create an environment of equal opportunities and policies. BEQUAL offers a supportive, safe space for all employees. Within a few months of its launch, chapters were established in multiple countries across four continents. BEQUAL members are in the process of rolling out the first outreach programs, tools and training courses to deliver on its purpose.

## **Human Capital Development**

Within Galderma, we encourage our people to innovate and create new and disruptive solutions to complex challenges every day. When recruiting, we look for high-performing individuals who focus on achieving impactful results, embrace dynamic environments and bring a positive, "can do" mindset. Above all, they must be passionate about making a difference for consumers, patients and healthcare professionals every day. We foster an environment and culture of growth, innovation and agility. We don't hire people for just one role – we hire talent that can grow and develop into a variety of roles, markets and business segments. We provide employees with opportunities to deepen their expertise and broaden their capabilities through a variety of experiences, as well as global programs to develop organizational capability. We offer robust talent programs to prepare for the future using formal learning, coaching, mentoring, job/project opportunities and international mobility. As our employees grow professionally, so does Galderma. Galderma provides competitive reward and recognition programs to attract and retain high-performing talent. We design salary and benefits packages globally and review them locally to make sure we are competitive in each market. Our bonus structures incentivize high performance as well as end-to-end thinking, and ensure employees benefit when Galderma performs.

As part of Galderma's ambition to become the leading dermatology company in the world, we have been transforming the way we work at Galderma, to build a high-performance organization that rewards and incentivizes the best performance. In line with that ambition, we launched a new, simplified performance management approach in 2022. This new approach focuses on driving a high-performance culture at Galderma and encompasses twice yearly outcome-based objective setting and regular feedback sessions with managers.

## **Health and Safety**

We take safety seriously. We continuously analyze and learn from incidents at our sites and other companies' plants to improve our safety approach. We hold regular quality and safety talks in our factories to infuse safety into our culture across the organization.

Our employees' health and safety is supported by best-in-class labor practices and remains a key priority for us. It is underpinned by our low total recordable injury rate: 1.1 per million working hours across our factories in 2022.