

GALDERMA

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2022 MODERN SLAVERY STATEMENT GALDERMA (U.K.) LIMITED

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Note: Forward-looking statements involve certain risks and uncertainties that could cause actual results to differ materially from those contained in the forward-looking statements.

Introduction

This statement is published in accordance with the Modern Slavery Act 2015. It provides an update on the progress that Galderma (U.K.) Limited (Company Number 00715401) (**Galderma UK**) has made during the financial year ending 31 December 2022 to prevent modern slavery in its business and supply chain.

Our company

With a unique legacy in dermatology as well as decades of cutting-edge innovation, Galderma is the pure-play dermatology category leader dedicated to advancing dermatology for every skin story. We are strategically positioned in attractive, consumer-driven segments of the dermatology market, characterized by high growth fundamentals. Through trusted partnerships with healthcare professionals, we ensure to meet individual consumer and patient needs with superior outcomes.

Galderma is currently active or present in about 90 countries and in 2022 generated 3,760 M USD net sales.

Our manufacturing footprint

Most of Galderma's products continue to be manufactured at production facilities located in Alby-sur-Chéran, France; Baie d'Urfé, Canada; Hortolandia, Brazil, and Uppsala, Sweden. The remaining products are manufactured by contract manufacturers.

Policies & procedures

Galderma strives for the highest standards and integrity, with well-defined governance and a framework of standard operating procedures and policies which guide how our company, employees and partners conduct their business. Core to our compliance framework are the following Codes and Policies:

Code of Ethics | Our [Code of Ethics](#) is an express declaration of adherence to the highest ethical standards in our work. It sets out Galderma's values and principles for business conduct and states that it is the responsibility of every Galderma employee to "*do the right thing, the right way*" to ensure the highest standards of integrity. It means that when we create value for our company and its stakeholders, such as the people and communities we serve, we should do so by acting in an ethical and socially responsible way. Among others, Galderma expressly commits to embracing diversity and respecting the rights of our fellow employees. Galderma commits to respecting the personal dignity, privacy and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment.

Supplier Code | Our [Supplier Code](#) sets out the standards we expect our suppliers to adhere to when conducting business for us. These standards concern the environment, social aspects and business ethics and form an integral part of our contractual agreements with our suppliers. It is the supplier's responsibility to communicate our standards to their employees, agents and subcontractors and to train them accordingly. This includes a clear position with regards to the following:

- **Prison and forced labor:** The supplier must under no circumstances use or in any other way benefit from forced labor. Likewise, labor in the form of indentured servitude is prohibited, as is the use of corporal punishment, confinement, threats of violence or other forms of harassment or abuse as a method of discipline or control.

The supplier shall not utilise factories or production facilities that oblige work to be carried out by unpaid or indentured laborers, nor shall the supplier contract for the

manufacture of products with subcontractors that engage in such practices or utilize such facilities.

- **Child labor:** As referenced by the international convention for children's rights (art.32) and the OIT convention (art. 138 and 182), the use of child labor by the supplier is strictly prohibited as it places children at risk or can compromise their schooling or negatively impact their physical, mental, spiritual, moral or social development.
- **Working Hours:** The supplier must ensure that their employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked. In the event of conflict between a statute and a mandatory industry standard, the supplier must comply with the one taking precedence under national law.
- **Compensation:** The supplier's employees must be provided with wages and benefits that comply with national and local applicable laws and binding collective agreements, including those pertaining to overtime work and other premium pay arrangements and other social protection related terms.
- **Workplace Environment:** The supplier shall provide employees with safe and healthy working/housing conditions. At the very least, potable, drinking water, adequate sanitation, fire exits and essential safety equipment, access to emergency medical care, appropriately lit and equipped workstations must be provided. In addition, facilities must be constructed and maintained in accordance with the standards set by applicable codes and ordinances.

Anti-Bribery and Corruption (ABAC) Policy | Galderma's Anti-Bribery and Anti-Corruption Policy builds on the core principles of the Code of Ethics, is consistent with international standards and laws and provides the minimum requirements for Galderma. Galderma prohibits all forms of bribery and corruption, whether involving a government official or private person or entity, whether direct or through a third party. To underpin this commitment, Galderma's company-wide Anti-Bribery and Anti-Corruption campaign launched in 2021 was further enhanced in 2022 with the introduction of further targeted training on corruption prevention in the area of interactions with Healthcare Professionals (see also under "Training").

Third parties and due diligence

At Galderma we understand that there is a potential exposure to Modern Slavery when we are purchasing goods and services from third parties. Any third party engaged by Galderma must conduct business ethically and is expected to comply with all our standards, including those laws and regulations relevant to where we operate, or the third party operates on our behalf.

Galderma applies a risk-based approach when conducting due diligence on its third parties. This includes vetting of the third party prior to engagement, monitoring throughout the relationship and providing adequate training to the third parties. Galderma further enhanced its due diligence program in 2022 by launching a comprehensive distributor governance model, including a risk-based due diligence process, including due diligence conducted by an external, independent service provider, applicable to all existing and future distribution relationships.

For example, Galderma audits its key suppliers' Corporate Social Responsibility using *Ecovadis* and takes this into account during its sourcing processes. *Ecovadis* assesses companies based on their performance in terms of environment, labour & human rights, ethics and sustainable procurement.

Managing risks

Galderma is committed to establishing a comprehensive and rigorous risk management process where emerging, strategic and operational risks are discussed and remediated where necessary. Galderma has risk forums at both the global and regional level whose role(s) is to manage and oversee such risks, as well as driving and providing oversight of both the company's enterprise risk management (ERM) process and global compliance program.

Galderma has in place a company-wide Risk Policy which assigns roles and responsibilities for risk management in an end-to-end process, ensuring integrated risk management and assurance. Policies and standard operating procedures are regularly reviewed and updated and training plans are developed on those risks which are considered high.

Galderma has mandated highly reputable rating agencies to perform audits on selected suppliers at regular intervals. As part of such audits, suppliers are required to submit their policies and compliance certificates, the scope being based on, among other things, the risks associated with the country/location, the industry a supplier operates in, as well as Galderma's own spend commitment to such supplier.

Measuring the effectiveness

As part of Galderma's continuing development of its Risk Management and Compliance programs, the Company has also further developed tools in 2022 to measure the effectiveness of same.

These include monitoring reports submitted through Galderma's Integrity Reporting Hotline (and recorded outcomes), those activities assessed by Global and Regional Risk and Compliance Forums, oversight on training completion rates (global and regional) and auditing supplier compliance with the Supplier Code.

Training

Since its change in ownership late 2019¹, Galderma continues to progress year-on-year with the establishment of necessary corporate structures including a robust compliance and ethics organisation and program. Further global and local training and procedure rollouts took place throughout 2022, including targeted training on the Galderma's Code on Interactions with Healthcare Professionals and Conflicts of Interest, as well as the Company's Code of Ethics and Anti-Bribery and Anti-Corruption Policy for all new starter employees.

Integrity Reporting

Galderma's Integrity Reporting Hotline provides employees as well as third parties with a channel to speak up and report incidents or violations (or suspected violations) of law or violations (or suspected violations) of Galderma's Code of Ethics or policies, or to share concerns if they believe that someone has done, or may be about to do something which constitutes unprofessional or unethical behavior. Reports to Galderma's Integrity Reporting Hotline can be made anonymously and are kept confidential to the extent permitted by local law. Galderma recognises that the continued success of its business depends on the open communication of concerns, including those related to Modern Slavery, by directors, officers, employees and third parties without fear of retaliation.

Consultation

This statement was prepared in consultation with relevant global and regional subject matter experts within Galderma including procurement, supply chain, human resources, legal & compliance, ESG & sustainability and finance teams, with specific input from key functions in Galderma (U.K.) Limited.

¹ Independent company creation following consortium acquisition in October 2019

The senior leadership team of Galderma (U.K.) Limited was given an opportunity to consider and provide comments on this statement prior to publication. This statement was approved by the Galderma UK Board of Directors on 21 June 2023.

Galderma (U.K.) Limited

A handwritten signature in blue ink, consisting of several overlapping, fluid strokes that form the name 'René Wipperich'.

René Wipperich

General Manager UK and Ireland

Date: 21 June 2023