



## LEO Pharma Human Rights Policy

LEO Pharma respects the internationally recognized human rights of all people. We are committed to identifying and addressing any adverse impacts which may result from our own operations or business relationships. LEO Pharma supports the principles contained within the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights. As a signatory to the UN Global Compact, we are committed to its 10 principles. We monitor all current and emerging human rights related regulation and ensure that our policies and procedures are updated accordingly.

### Employees

At LEO Pharma, our employees form the basis for the success of our company, and we respect human rights in our workforce and uphold all applicable employment laws in the countries we operate in.

As an employer we are committed to:

- Providing good conditions for employment such as high standards with regards to performance management, fair pay, rewards, data privacy training and development
- Ensuring that our employees receive adequate job training and that standards for specific skill sets in a given job are met
- Taking seriously and acting on any allegations of harassment or workplace bullying
- Providing a healthy, safe and secure workplace for all employees and contractors
- Respecting the right to freedom of association, right to collective bargaining and of the right to join a trade association
- Opposing all forms of modern slavery, including child labor
- Eliminating discrimination in our processes for recruitment and promotion
- Fostering an inclusive workplace and respecting all opinions and customs

### Patients

We strive to meet the needs of people with skin diseases and improve their quality of life. People with skin diseases face many barriers to healthcare which are unrelated to cost, such low prioritization in health care systems globally, underrepresentation in the training of physicians leading to slow diagnosis, as well as widespread misconceptions and stigma.

We are committed to supporting patients' needs through:

- Advocating for increased inclusion of patient voice in healthcare policies and decisions
- Training of healthcare professionals
- Addressing unmet patient needs

We are committed to safeguarding the privacy and protection of personal data of the patients, partners and medical staff whom we engage with.

### Business partners

Our business partners are critical to our success and we strive to conduct business with suppliers, business partners and collaborators who share our commitment to protect human rights and to operate in a responsible and ethical manner. LEO Pharma's sustainable procurement program works to minimize the adverse impacts from suppliers of goods and services in relation to labor, human rights, anti-corruption and environment. Through our Third Party Compliance Code we are committed to ensuring that our suppliers and partners adopt their own human rights policies, procedures, due diligence and processes for remedial actions.