

Human Rights Policy



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Introduction

At LEO Pharma, we recognize our corporate responsibility to respect human rights. We commit to identify and address any adverse human rights impacts resulting from our own operations or business relationships.

We formalize our responsibility to respect human rights in this policy, the LEO Pharma Code of Conduct, our UK Modern Slavery Act Statement, Third Party Code of Conduct (2025) and our Sustainability Policy. The policy applies to our entire value chain, including employees of LEO Pharma and our business partners. It supports the ongoing activities of incorporating the required measures into our due diligence processes as well as the daily operations of our business. This policy should be read in conjunction with LEO Pharma's Sustainability Policy.

Our commitment

We commit to the responsibility to respect human rights as defined by the UN Guiding principles on Business and Human Rights, the Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. As a participant to the UN Global Compact, we adhere to its 10 principles including principles 1 and 2 on human rights.

Operations

At LEO Pharma, employees form the basis for the success of our company. We have an ambition to remain a diverse and inclusive workplace with high standards, where human rights are respected. We commit to uphold all applicable wage, safety, and benefit laws in the countries we operate in, and to create a workplace free of harassment and workplace bullying, and modern slavery, including forced and child labor. We work to eliminate all discrimination in recruitment and promotion processes and to allow freedom of association and collective bargaining. We require that our employees comply with this commitment to respect human rights through their behavior and adherence to the LEO Pharma Code of Conduct and other relevant policies

(Global Anti-harassment and bullying, Diversity, Equity & Inclusion, for example).

Clinical trials

We design clinical trials to mitigate issues relating to human subject safety, and to ensure focus on human subject protection and the reliability of trial results. We endeavor to safeguard the privacy and protection of personal data of the patients, partners, and healthcare providers with whom we engage. LEO Pharma follows all important ethical standards and laws governing clinical research, including the Declaration of Helsinki by the World Medical Association.

Value chain

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. Through our Third Party Code of Conduct (2025), suppliers and partners are expected to adopt their own human rights policies, procedures, due diligence, and processes for remedial actions. We act with integrity and abide by all applicable laws, regulations, industry codes, international requirements, and internal guidelines when we engage in sales and marketing activities and interactions with patients, healthcare professionals, organizations, public authorities, and other stakeholders, and require our business partners to do the same.

Due diligence

We conduct regular assessments of the company's human rights impact areas to identify and address current or potential adverse impacts from our operations or business relationships. We recognize that due diligence is a dynamic process and maturity increases over time. We acknowledge that new, complex issues relating to human rights arise, and commit to reviewing our salient issues regularly and setting appropriate actions in place.

Governance and reporting

We monitor all current and emerging human rights related regulations and ensure that our policies and procedures are updated accordingly. Our Whistleblower Hotline, managed by an external supplier, ensures a confidential channel for reporting on any type of concern incl. human rights concerns. Our work on human rights is governed by the Global Leadership Team (GLT), and we report on our progress in our Annual Report.

Review and amendment

The Human Rights Policy has been adopted by the Board of Directors of LEO Pharma A/S. This policy is maintained by LEO Pharma Sustainability and Public Affairs Function and is reviewed and if relevant updated, on an annual basis by the Board of Directors.



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