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beyond the skin

## **Human Rights Policy**

### **LEO Pharma A/S**

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, Sustainability Standards for LEO Pharma Business Partners, 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.

#### **Our policy**

We follow the guidance on 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.

#### **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 whom we engage with. 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 Sustainability Standards for LEO Pharma Business Partners (updated January 2021), 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.

#### **Due diligence**

We conduct an annual assessment 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 review our salient issues regularly and set 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 Sustainability Board appointed by the Global Leadership Team (GLT) and we report annual on our progress in our annual report and sustainability 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 Global Sustainability and is reviewed and if relevant updated, on an annual basis by the Board of Directors.