

24th January 2022

Object: The Modern Slavery Act

Macopharma Group has adopted an Ethical Charter and Code of Good Conduct which is a comprehensive document which contains the following statement, fighting against Human Trafficking and Exploitation:

"Respecting national law and international conventions is an obligation of each of Macopharma's employees. Associates of the group place particular importance on respecting as much in the spirit as in the letter of the law and regulations which they adhere to. In particular, employees undertake to observe:

- *International conventions and national measures corresponding to Human Rights: this primarily concerns ethical principles applicable to medical research as well as measures corresponding to the protection of workers, the ban on child labour and forced labour, observing discrimination laws and measures that regulate working hours; (...)"*

In addition to the above statement, we commit in introducing a compliance clause in our agreements which includes the above-mentioned principles as follows:

"Article XX – Compliance

Any contractor of MACO, hereinafter referred to as "Contractor", undertakes to irrevocably respect the elements stipulated in this Article.

Any failure by the Contractor to comply with the provisions of this article shall be considered as a serious breach and allows MACO, if it fits to do so, to terminate this Agreement without notice or/and indemnity without affecting any damages it may claim by virtue hereof.

Article XX-2: Human rights

MACO, in its relations, is highly concern by the respect of human rights by its business partner.

As such, and for the present contract, the Contractor commits itself to a strict respect of the international standards regarding human rights, especially but not limited to :

- *Strict interdiction of slavery and forced labour ;*
- *Strict interdiction of child labour for child under 14 – including in territories where the local legislation authorized it.*

Contractor commits to MACO to certifies that nor it nor any of its suppliers use such treatment and that it introduce process in order to control it.

Contractor shall indemnify MACO against any consequences, including financial consequences, of its failure to perform the obligations set forth in this Article.

Contractor already authorizes MACO to take all reasonable measures to ensure that the other party complies fully with its obligations under this Article.


Contractor undertakes to inform MACO without delay of any element which may come to its attention and which may give rise to its liability under this Article.

It is understood that no obligation under this contract cannot result in MACO's failure to fulfil its obligations relating to the fight in favour of human rights."

Macopharma Group is particularly committed to complying with the requirements referred to in the Modern Slavery Act and enforces this when we enter into contracts with our counterparts.

Yours faithfully,

Caroline Hernu

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