



MODERN SLAVERY ACT STATEMENT

Introduction. This Statement is made by the Groupe Macopharma International - GMPI (Macopharma) and its affiliates in accordance with the Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Macopharma during the financial year ended 31 December 2022 to prevent slavery and human trafficking from taking place in any of its supply chains or in any part of its business and promoting ethical and socially responsible practices.

Our core business is healthcare, a sensitive and essential subject in our society. Many countries do not have easy access to this resource, and it is therefore important for us to work internationally with many committed suppliers and distributors. In addition to operating in a highly regulated sector, Macopharma has for many years had an approach to minimizing as much as feasible accidents in the workplace and improving working conditions and ergonomics.

Macopharma responsibility and position on modern slavery applies on both external and internal dimensions:

Compliance on Human Rights with regard to our external counterparts

While healthcare is a public issue, Macopharma will not tolerate working with third parties who use slavery and forced human labor.

Each of our contracts have a "*compliance*" clause which includes provisions concerning human rights. It is imperative for us that third parties are not involved in slavery and forced labor, both adults and children.

Any contracting party who does not respect these fundamental principles will jeopardize our contractual relationship.

Third party Due diligence process

In order to comply with the French regulations we deal with, since 2020, we have put in place a procedure for the selection of third parties. Above a certain amount, any new third party we wish to contract with must undergo this procedure to assess existing risks such as corruption and compliance in general. This allows us to establish a detailed review of our partners and to accept or not to work with them.

Further steps to prevent Modern Slavery in our supply chains

During 2022, we have updated our due diligence procedure to include more specific questions about working conditions and slavery to mitigate this risk. Supply Chain and Purchasing

Departments are particularly exposed so directors are fully committed to prevent Modern Slavery with their respective departments for their third parties relationships, with the support of the Legal and Compliance Department.

Macopharma is therefore committed to work with his counterparts to develop an awareness towards the concept of a socially responsible employer.

Internal Awareness to prevent Modern Slavery

To ensure our employees' vigilance all are educated to prevent human rights abuses in order to warn of the various risks existing in our industry and which are not tolerated by Macopharma.

This awareness-raising support is to be updated this year and a new section regarding the Modern Slavery Act shall be included.

Macopharma global awareness materials also cover ethical matters such as equality, non-discrimination and disability awareness.

Internal Policies

Macopharma internal policies includes our Ethical Charter where we confirm that we are committed to comply with national laws corresponding to Human rights where Macopharma is present through affiliates. We ask our employees to make every effort to respect the protection of workers, ban forced child labor, not tolerate discrimination and ensure normal working conditions, including working hours within any part of our business or supply chains and will take seriously any allegations that human rights are not properly respected.

Non-discrimination in hiring

We recruit all over the world, our subsidiaries are located in more than 20 different countries, the cultural diversity of our employees is the strength of the company. Recruitments are based on the technical and behavioral skills expected and described in the job descriptions listing the missions and job profiles, and not on physical appearance, age, nationality, ethnicity or race.

Professional equality Women / Men

Professional equality between men and women is a factor of modernity, motivation and performance. In this context, the company is committed to the need to equally mobilize all available potentials, be they women or men. The company has already taken actions for men and women to benefit from equivalent working and employment conditions (hiring, training, professional development, classification).

Disabled workers

Convinced that diversity is a source of wealth and contributes to strengthening social cohesion. Since few years, the company has committed, through an agreement concluded in 2006 in France, in a policy of integration of people with disabilities. It is committed throughout the year to the recognition, integration and accompaniment of people recognized as disabled

workers. A dedicated project manager is responsible for advising, analyzing and implementing actions to "work well together", keeping these employees in employment and adapting workstations to enable them to work together, and in the best conditions.

Hotline

More generally, and in accordance with French regulations, we have set up a reporting platform for all our employees (Macopharma.signalement.net). This platform allows any person of the company who is aware of facts that are contrary to our values and ethics to report them anonymously so that they can be dealt with.

Assessment of effectiveness in preventing and detecting Modern Slavery

In order to assess the effectiveness of the measures taken by Macopharma we will be reviewing the following key performance indicators and reporting on them in future Modern Slavery Statements:

- Staff awareness levels;
- Actions taken to strengthen Supply chain and Purchasing auditing;
- Actions taken to assess our key suppliers's ability to detect and mitigate modern slavery risk in supply chain;
- Take any remedial actions taken in response.

As Modern Slavery risk is not static and Macopharma anticipates regular updates and reminders of our procedures with all stakeholders.

Caroline Hernu,
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International – GMPi S.A.S.

12th of September 2023