

UK Modern Slavery Act Statement

This statement is made in accordance with section 54 of the Modern Slavery Act 2015, on behalf of the Ipsen companies operating and carrying on business within the UK (“Ipsen UK”). It sets out the steps that Ipsen UK has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Introduction

Ipsen is a global specialty-driven pharmaceutical group committed to discovering new solutions for targeted debilitating diseases and improving quality of life for patients. At Ipsen the patient is at the heart of what we do. We continuously invest to innovate and deliver therapeutic solutions for the patient’s benefit. We also adhere to the highest ethical standards to ensure that our decisions are made in the best interests of patients.

Ipsen UK consists of the following Ipsen companies operating and carrying on business within the UK:

- Ipsen Limited
- Ipsen Biopharm Limited
- Ipsen Bioinnovation Limited
- Ipsen Developments Limited
- Sterix Limited

Ipsen UK is integrated into a global supply chain involved in the manufacturing of pharmaceutical products through a global network of manufacturing sites and distribution centres. This network includes the procurement of goods and services from many external suppliers and contractors.

Our policies

Ipsen is committed to conducting business in an ethical way. We operate several internal policies and programmes to ensure that we are conducting business in an ethical and transparent manner:

1. **Code of Ethical Conduct.** Our Code of Ethical conduct and key Ethics and Compliance Principles describe our commitment to treating people with respect and in accordance with the law.
2. **Business Partner Code of Conduct.** This code explains the way we behave as an organisation and how we expect our employees and suppliers to act. [Our Business Partner Code of Conduct details our approach to avoid enforced labour including child labour, and to ensure respect for people](#)
3. **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
4. **Employee Alert Procedure Hotline.** Our Alert Procedure Hotline allows our employees to report any malpractice or violation of the Ethical Code of Conduct without fear of recrimination. Any reports are fully investigated and appropriate remedial actions taken.

5. **Anti-Corruption Programme.** We have an anti-corruption programme, including training and education and an alerts system for raising concerns – which we assess and investigate as appropriate.

Ipsen's Ethics and Compliance Programme

The objective of Ipsen's Ethics & Compliance Programme is to ensure a culture of integrity enabling Ipsen to conduct its global business with the highest ethical standards, in full compliance with all applicable laws and regulations and Ipsen's Code of Conduct. Underlying Ipsen's Ethics and Compliance Programme are our Ethics & Compliance Guiding principles:

Patient focus: The underlying rationale for all interactions must be the ultimate contribution to the well-being and care of the patients.

Integrity: All interactions must be conducted in a truthful and trustworthy manner and with business integrity

Independence: Stakeholder's independence to perform their official professional duties must be respected. Ipsen must not interact with external stakeholders when there is an actual, perceived or potential conflict of interest arising from such interaction which may unduly influence the stakeholder's decision or conduct or create the perception of doing so. Ipsen must remain independent to conduct its global business.

Legitimate intent: All interactions must have a legitimate intent aligned with the Ipsen vision to discover, develop and deliver innovative medicines that improve patient's lives.

Transparency: All interactions must be transparent with business integrity.

Accountability: Ipsen employees must be accountable and accept responsibility for their actions and commit to perform all interactions in compliance with Ipsen ethical standards, internal procedural documents, all applicable laws, regulations and industry codes.

Information Exchange: Information provided by Ipsen must be accurate, objective, balanced and appropriate to the context and the stakeholders. Ipsen does not partake in any deceptive practices.

Ipsen UK employees

As part of our Recruitment Policy we conduct background checks on our employees upon employment to comply with regulations on work permits and visas and the right to work in the UK legally. This also involves a screening process, background checks and confirmation of qualifications.

Suppliers

In relation to our third parties we have a risk based approach, managed independently by the Ethics and Compliance Programme, which includes due diligence, background checks, investigations into adverse media and where risk is identified we look further into the supplier to establish what compliance practices they have adopted including how they deal with concerns that are raised, human rights and labour law, a code of ethics and, where required, we provide training and education on our compliance and anti-corruption requirements.

In addition to the above, as part of our standard agreements with suppliers, we require that they confirm to us that they will carry out services in full compliance with all applicable legislations, regulations and codes of practice.

Our ***Business Partner Code of Conduct*** details our approach to avoid enforced labour including child labour, and to ensure respect for people. It also includes our commitment to the 10 principles of the UN Global Compact, including those related to labour and human rights.

Training

As part of their employment conditions, all Ipsen UK employees must agree to uphold Ipsen's Code of Ethical Conduct and training is provided as part of on-boarding and throughout employment on topics relating to Ethics & Compliance, as well as applicable legislation.

We also review regularly and improve our Ethics & Compliance Programme to ensure it remains current with respect to significant risks, developments and trends.

Conclusion

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ipsen UK has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Jonathan Barnsley

Chairman of the Ipsen UK Board of Directors