

Respecting People

Every individual is important and by being humble we strive to value the rights of everyone within the Fagron operations.



Promoting an Ethical Workplace

Working at Fagron

At Fagron we encourage a working environment where every individual is empowered to perform at its best and is able to innovate and develop. **We continuously build and foster a culture that enables our employees to become the best version of themselves.** Promoting feedback and recognition throughout the whole organization is key to preserving our culture.

We have designed a continuous feedback cycle that enables our employees and leaders to give feedback to each other on a regular basis. The regular check-ins will be gathered and used for the end-of-year evaluation. This effective mechanism enhances the ownership employees have in regard to their own development and supports them to set personal goals and discuss career opportunities and training possibilities.

Moreover, we aim to provide our employees (and their families) with an adequate standard of living. Therefore, we have defined a reward strategy that fits the competitive market in which we operate. By benchmarking our wages and benefits, we can ensure that our employees are paid fairly and in line with our strategy.

In addition to a fair and competitive compensation & benefits package, we highly value the employee's work-life balance. We respect the right to rest and leisure, as employees have the right to take paid vacation days and the right to have a family life (parental leave and equivalent provisions as applicable).

Our company assets must be protected and ensured for efficient use. Company assets, including time at work, work products and equipment, cannot be used for private purposes unless authorized by mandatory laws or separate company policies.

The use of internet and emails for private use is accepted in case of an occasional consultation, for personal reasons and within reasonable limits, provided their content is not contrary to public order or to morality.



Embracing Diversity

Our people are our most important assets. We work together as one big team and value the unique contribution that every person brings to Fagron.

We treat our colleagues with respect and fairness and we believe that we accomplish more when people from different backgrounds and with different talents come together.

Employees and applicants are treated without any regard to personal characteristics such as age, race, color, ethnicity, religion, sexual orientation, gender identity, marital status, disability or any other characteristics protected by applicable laws.

Respecting Others

Harassment, discrimination and abuse can be defined as behavior that is unreasonable, unwanted and offensive to the recipient and creates a hostile, humiliating or intimidating work environment for the individual.

We do not tolerate any kind of discrimination, harassment, abuse or any other action that can be considered as intimidating, offensive or discriminatory.

Freedom of Association

At Fagron we aim to create a transparent and open environment, in which **our employees are free to join any organization that reflects the employee's interest.**

Concerns or suspicions can be raised without fear of reprisal, which is essential to preserving our culture, our reputation and ability to operate.

Side Occupation

Unless legal provisions rule otherwise, **employees should refrain from side occupations that stand in the way of an adequate fulfillment of his/her job at Fagron.**

For side occupations, regardless if it is for own account or in paid service of others, employees need written approval of the Business Leader or local HR responsible.

Side occupations include board membership of non-associated companies and advisory of profit-oriented organizations, even if no or no fixed remuneration goes with such membership/advisory.

It is prohibited to share non-publicly known information and to act on this in favor of the organization where the employee executes side activities.



Promoting a Safe Work Environment

Fagron adheres to all laws and regulations which are designed to protect the health and safety of our employees. By proactively addressing and remediating identified risks, we strive to prevent or minimize injury and damage to health.

All employees working for Fagron should be able to execute their job in a clean, orderly and safe environment where they feel confident. **We have a zero-tolerance policy for actions that jeopardize the health and safety of our employees and others.**



Respecting Privacy & Dignity

Fagron is committed to provide all employees with a work environment that is free from violence, intimidation, harassment or other forms of threats.

We adhere to all laws and regulations to preserve and respect the employee's privacy and dignity. Therefore, we have security procedures in place in all our facilities worldwide.



No Forced Labor and Human Trafficking

We strongly forbid any form of modern slavery and human trafficking. This includes forced labor, such as prison labor, indentured labor, debt labor and military labor.

A Modern Slavery Statement (Pg. 28) has been designed to combat and prevent modern slavery and human trafficking in our company and supply chain.

Avoiding Child Labor

At Fagron we prohibit any use of child labor worldwide. Every individual should have reached the country's legal minimum age for employment. Special care needs to be taken into account for young workers under the age of 18, who are more vulnerable and less experienced.

Young workers must not be employed in work which could jeopardize their mental or physical well-being, such as working overtime, exposure to chemicals, heavy machinery and tools.

We work together as **one big team**, where we embrace diversity, equal opportunities and respect to each other.



Working with Business Partners

Our Suppliers

At Fagron we are committed to ensuring that our suppliers apply the same ethical standards regarding human rights.

We expect our suppliers to take responsibility in actively preventing any violation of human rights and conduct business in line with the Fagron policy.

Our employees also need to take this policy into account in their day-to-day business with the suppliers and stay vigilant and aware of any possible violations of this policy.

Our Customers

With patients as our most vulnerable end-customer, Fagron adheres to all laws and regulations which are designed to protect every patient. **As part of our knowledge management program, we continuously monitor updates to local laws and regulation update via our quality pharmacists and responsible personnel to ensure patient welfare is at the center of our company.** We believe that the welfare and dignity of the patient are to be valued above everything else. We are in the practice of finding solutions to every patient's healthcare needs and we recognize that any violation of legal standards may cause serious damage.



Quality and safety are core considerations at every stage of the research, development, manufacturing, storage, and distribution of our products. Fagron commits to monitor the safety, quality and performance of our products in accordance with all applicable internal and external standards.

We also commit to communicating honest product information to our clients. Promotional activities and communication must not be inaccurate or misleading and must be compliant with all applicable medical, regulatory and legal standards.