

INTRODUCTION

This statement is made by Servier IP UK Limited (Servier IP UK) relating to section 54 of the Modern Slavery Act 2015 ('Act').

Modern slavery takes many forms and references to modern slavery in this statement means slavery, servitude, forced and/or compulsory labour and human trafficking. We fully support the aims of the Act.

About us

Servier IP UK has no employees and its principal activity is ownership and use of Intellectual Property assets.

OUR GROUP

Servier IP UK is part of the Servier Group, an international pharmaceutical company governed by a non-profit foundation, with its headquarters in France (Suresnes) ('**Group**' or '**Servier**'). With a strong international presence in 149 countries, Servier employs 22, 000 people worldwide. Entirely independent, the Group reinvests all the company's profits into the development of its business activities, particularly R&D. Corporate growth is driven by Servier's constant search for innovation in five areas of excellence: cardiovascular, immune-inflammatory and neuropsychiatric diseases, cancer and diabetes, as well as by its activities in high-quality generic drugs. Servier also offers eHealth solutions beyond drug development.

The Group is committed to therapeutic progress to serve patient needs with the help of healthcare professionals. The Group strives to provide future generations with a world where quality healthcare is available and accessible to all. A detailed presentation of the Group's activities is set out in the Group's website and Annual Report 18-19.¹

SUPPLY CHAIN

Within the Group, all purchases by subsidiaries are made directly by the entities themselves, without being centralized by the Corporate Purchasing Department.

¹ www.servier.com

GROUP CORPORATE SOCIAL RESPONSIBILITY ENGAGEMENT

The Group's CSR strategy consolidated in 2016 is based on an assessment to gather insight on major specific CSR issues for Servier (materiality assessment) and the ISO 26000 standard for Social Corporate Responsibility which directly addresses human rights on many points: principles for the respect of the rule of law, for international norms of behaviour and for human rights. The Servier Group CSR strategy sets up our commitments and the ensuing policies around four key areas and 17 priority stakes. Respect for human rights is intrinsic to our CSR policy, in particular through priority topics such as Business Ethics, Diversity and equal opportunities, which support the principle of non-discrimination, and Responsible purchasing.

The Group published its first CSR report in August 2019 highlighting its detailed strategy and key projects. The report is available on Servier's group website² and it will be updated every year.

GROUP DUTY OF CARE

Servier is subject to the obligations of the French law "*Devoir de vigilance des sociétés mères et des entreprises donneuses d'ordre*" of the 20th March 2017 relating to Corporate "Duty of Care obligation for parent and subcontracting companies". This law requires French companies to "*Establish and implement a diligence plan which should state the measures taken to identify and prevent the occurrence of human rights and environmental risks resulting from their activities, the activities of companies they control and the activities of sub-contractors and suppliers on whom they have a significant influence.*"

The law requires the establishment and publication of a vigilance plan that includes the following measures:

- A risk mapping to identify, analyze and prioritize risks.
- Procedures for regularly assessing the situation of subsidiaries, subcontractors or suppliers with whom a commercial relationship has been established with regard to risk mapping.
- Appropriate actions to mitigate risks or prevent serious violations of human rights or the environment.
- An alert and collection mechanism for alerts on the existence or occurrence of risks defined with the representative trade union organizations.
- A system for monitoring the measures implemented and evaluating their effectiveness.

² <https://servier.com/en/commitments/csr-approach/>

Due to its international presence and the development of partnerships and subcontracting, the Group had already identified in its strategic risk mapping, the management and control of subcontractors and suppliers as a major challenge. A working group raises awareness among stakeholders and is putting into place a Duty of Care process relating to human rights, health and safety and the environment.

As such, a human rights risk assessment and appropriate actions to mitigate or prevent risks are being addressed under this French law.

In December 2019, a scoping stage aimed at prioritizing the approach and identifying the main risks (among which are human rights violations) in both the pharmaceutical industry and Servier, was finalized. The launch of risks mapping in Servier's Production and R&D activities, and their supply chain, then followed. The expectation is this risk mapping will gradually be extended to all activities covered by the French law on the Duty of Care. In light of Covid-19, questions about workers health and safety are being taken into consideration in the human rights risk assessment.

In parallel with the creation of a **Supplier risk management unit** within the Corporate Purchasing Department, the Group has appointed in 2019 a **Responsible Purchasing Director**. At the Corporate level, the **Responsible Purchasing Director and the Supplier Risk management unit's mission** is to progressively integrate CSR into the core of the purchasing process, through notably supplier risks assessment³. In October 2019, the Servier Group set up the leading platform in the industrial and pharmaceutical sectors to assess, from the initial onboarding stage, its suppliers' CSR commitment and practices, including respect for human rights. This process will initially focus on centralised main purchases made by Servier's French entities.

Since 2018, the Servier Group has established an alert mechanism, which is accessible with the link "servier.whispli.com". It is available to all Servier Group employees and third parties enabling them to report confidentially facts (within Group entities or entities outside the Group) that may be contrary to the Group's legal obligations and/or ethical principles. It covers the risks covered by the French law on the Duty of Care.

Communication of the Group's consideration of the provisions of the French law has been made on the Group's consolidated financial statements for both 2017-2018 and 2018-2019.

³ <https://servier.com/en/commitments/supplier-relationship/>

GROUP CORPORATE ETHICAL CHARTER AND CODE OF CONDUCT

The Group's Corporate Ethical Charter and Corporate Code of Conduct published in 2018 in accordance with the principles and obligations of the French Anti-corruption law (Sapin II) apply to subsidiaries and employees of the Group.

- In our **Corporate Ethical Charter**⁴, we have united the principles that guide our ways of being and doing in relation to those with whom we interact (patients and patient associations, healthcare professionals and healthcare organizations, employees, partners, suppliers and competitors, public authorities, society, and the environment).
- The **Corporate Code of Conduct** encompasses our Compliance Policy. It defines the guidelines common to the Servier Group and applicable to all employees and all persons working for Servier's or in its name.

The Corporate Ethical Charter and the Code of Conduct have been communicated to all Group employees and translated into English. All employees were invited to perform an e-learning and a mandatory e-reading of the Ethical Charter and the Code of Conduct.

FURTHER STEPS

In the context of its Duty of Care, the Group will:

- finalize risks mapping on severe human rights and health and safety violations, and
- publish the Due Diligence plan, in accordance with the obligations of the French law "*Devoir de vigilance des sociétés mères et des entreprises donneuses d'ordre*".

This slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending September 30th, 2019. It was approved by the board of **Servier IP UK Limited** on July 28th, 2020.

Claude BERTRAND, Director

Servier IP UK Limited

Date: July 28th, 2020]



⁴ <https://servier.com/wp-content/uploads/2018/10/CHARTE-ETHIQUE-EN.pdf>