

## **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 19-20.<sup>1</sup>

## **SUPPLY CHAIN**

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

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<sup>1</sup> [www.servier.com](http://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 annual CSR report in August 2019 highlighting its detailed strategy and key projects. The most recent annual report report is available on Servier's group website<sup>2</sup>.

## 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 27<sup>th</sup> 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.

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<sup>2 2</sup> <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 progressing a new 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.

Since our 2020 annual statement, the risks mapping, which includes mapping risks of serious human rights violations in Servier's Production and R&D activities, and their supply chain, was finalized in October 2020. The risks mapping is being consolidated with updated information.

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 were taken into consideration in the human rights risk assessment.

According to its Ethical Charter and Responsible Purchasing Charter, the Servier Group is committed to a responsible purchasing approach and is careful to select its suppliers according to their ethical and compliance practices, and to develop a responsible relationship with them. Thus, in 2019, a Group Responsible Purchasing Director has been appointed with the objective of deploying the principles of Responsible Purchasing based on the ISO 20400 standard. As part of this approach, the awareness of buyers to the risks covered by the law on the Duty of Care has been ensured through an e-learning on Responsible Purchasing. In addition, the Servier Group uses the leading platform in the industrial and pharmaceutical sectors to assess, from the initial on-boarding stage, its suppliers' CSR commitment and practices, including respect for human rights.

A Supplier Risk Unit was also created within the Purchasing Department to meet French new regulatory obligations and to support, inform and make the business lines aware of the risks when selecting suppliers and subcontractors. The unit coordinates the Supplier Risk Identification and Assessment Process which focuses primely on centralised main purchases made by Servier's French entities.

Servier's engagement and principles regarding the company's commercial relationship with Suppliers are available on <https://servier.com/en/commitments/supplier-relationship/>

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.

The summary of the Group's vigilance plan required by the Duty of Care law is published in the consolidated financial statements for 2019-2020 report, the full version will be posted on its website.

## **GROUP CORPORATE ETHICAL CHARTER AND CODE OF CONDUCT**

The Group's Corporate Ethical Charter and Corporate Code of Conduct updated in 2020 apply to subsidiaries and employees of the Group.

- In our **Corporate Ethical Charter**<sup>3</sup>, 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.

## **FURTHER STEPS**

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

- continue risks mapping on severe human rights and health and safety violations, and
- defining priority action plans in relation with Servier's Production and R&D activities, and their supply chain.

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 30<sup>th</sup>, 2020. It was approved

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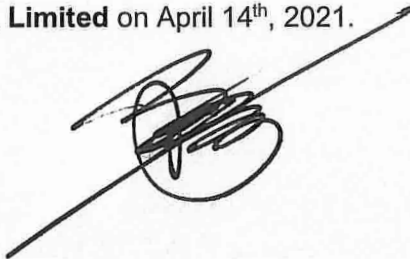
<sup>3</sup> <https://servier.com/wp-content/uploads/2018/10/CHARTE-ETHIQUE-EN.pdf>

by the board of **Servier IP UK Limited** on April 14<sup>th</sup>, 2021.

Claude BERTRAND, Director

**Servier IP UK Limited**

Date: April 14<sup>th</sup>, 2021

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right, crossing over the signature itself.