



# Ethical Charter

November 2020  
Version 3.0



## Our mission

We are committed to therapeutic progress to serve patient needs

## Our values



Dare to innovate



Care



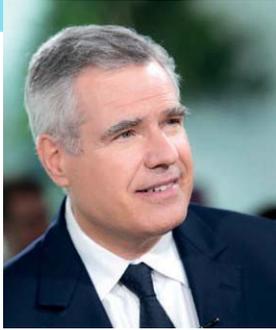
Commit to succeed



Grow by sharing

## Our vision

- Put patients and innovation at the heart of all our actions
- Cultivate our individual and collective commitment, our Group's main strength
- Preserve our independence and our ability to invest in the long term
- Be a group with global reach
- Contribute to transmit to future generations a world that can ensure access to quality health care for all



# A word from the President

Olivier LAUREAU, President of Servier

Servier Group is an international pharmaceutical group governed by a Foundation, a structure that safeguards our independence, provides long-term vision, and enables us to be fully dedicated to our mission, our purpose.

Inspired by our mission and guided by our vision, our employees are driven by our values.

These values, as well as the collective laws, good practices, and professional principles, inform and guide our intentions and govern our undertakings. They ensure we conduct ourselves in a responsible and fair manner, with respect for the people and society of the countries in which we operate. This is what we call **Group ethics**.

Ethics involve thought and action. In our Ethical Charter 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.

This Ethical Charter is supplemented by a Code of Conduct with two dimensions encompassing our **Compliance Policy** and our **Corporate Social Responsibility**.

Our complete involvement and full commitment, both individual and collective, to persistently embody our Ethical Charter and Code of Conduct are vital to the achievement of our mission.

A handwritten signature in black ink, appearing to be 'O. Laureau', written in a cursive style.



# Patients and patient associations

The mission of Servier Group is our commitment to therapeutic progress for the benefit of patients. Recognized by the scientific and medical community as deeply involved in Research and Development, Servier is committed to discovering innovative therapeutic solutions to treat and care for patients. We develop trusting relationships with patients in order to provide them with the best possible therapeutic solutions.

- We make sure that patient interests are taken into account at each and every stage of the lifecycle of our products and services. For the patients who receive our medicines, as well as the healthcare professionals, we guarantee absolute compliance with regulations in force and secure supply conditions to ensure everyone has ongoing access to safe and high-quality products.
- In each country where we operate, we take every precaution to ensure that all patients treated with a Servier product benefit from the same high level of efficacy, quality, and safety. We also continually monitor any information relating to the safe use of our medicinal products.
- We are committed to combatting the falsification and counterfeiting of medicines for the purposes of preventing undue risk to patient health. We are proactively engaged in implementing and utilizing suspicious product detection programs and measures.
- We make every effort to guarantee the ethics and transparency of our clinical trials.
- We have the greatest respect for personal dignity and privacy and guarantee the proper protection of any personal data and confidential information entrusted to us.



- In observance of regulations, we are committed to transparent communications with accurate and up-to-date information in line with our scientific knowledge on all products and operations of the Servier Group.
- We make every effort to be more attentive and available to patients, as well as to encourage constructive dialogue.
- We have a shared ambition with patient associations to ensure the integrity of our intentions and actions. Our interactions are governed by integrity and in strict compliance with transparency obligations.
- Any financing we may grant is legitimate and in accordance with applicable regulations. We do not tolerate any form of corruption or fraud.
- The information we share with patient associations is accurate, understandable, and up-to-date with respect to our scientific knowledge base. We provide access to external information only when dissemination to relevant recipients is authorized.



# Healthcare professionals and organizations

Achieving Servier Group's mission hinges on collaboration and trusting relationships with all stakeholders in the healthcare system, without conflicts of interest. We strive to put into effect and execute the ethical, legal, and professional rules and principles applicable to our professions and areas of operation.

- We demonstrate integrity in our practices and our relationships with healthcare professionals and organizations: We do not tolerate any form of corruption or fraud.
- We guarantee the protection of any personal data and confidential information entrusted to us.
- We respect the regulations governing our interactions with healthcare professionals and organizations.
- We communicate with full transparency about our products and activities, especially our clinical trials. We also ensure the responsible marketing and promotion of our products.
- Our interactions with healthcare professionals and healthcare organizations are carried out with respect for their independence; we do not influence them in their activities or decisions.
- We interact in a proactive manner with a view to cooperation focused on patient centricity, avoiding all conflicts of interest.
- The effectiveness, quality, and safety of our medicines are instrumental to our continuous quest of providing innovative and adaptive solutions to meet the needs of healthcare professionals and organizations.
- We make every effort to be ever more attentive to their needs and to encourage constructive dialogue.

# Employees

Achieving the mission of Servier Group also relies on the fulfilment of each employee, in the company and by the company. Employee development is based on respect for the dignity of each person and the expression of individual talent. We demonstrate integrity and exemplarity in all our professional areas and operations. The feeling of being an entrusted custodian of the Group and exercising the individual awareness and accountability for the legitimate rules and objectives we pursue gives meaning to our missions.

- The safety and health of our teams are of paramount importance. Our operating methods and practices aim to ensure that our working environments are well thought out and organized according to these priorities. We promote a culture in which everyone is involved and accountable for their own safety and that of others.
  - We pay special attention to the quality of life at work. We ensure that employees can operate in a calm work environment, free from all forms of harassment, discrimination, and any practices that violate privacy.
  - We ensure the protection of personal data and respect employee confidentiality. This commitment also applies to candidates wishing to join us.
  - We encourage sharing between cultures and diversity, gender equality, and equal opportunity. We believe that diversity enriches the company and each and every one of us. Beginning with the recruitment phase, we endorse our standards through the anti-discrimination programs in our corporate social policy.
  - We favour an open and ongoing social dialogue, serving to uphold our protective and respectful approach to employees.
  - We share values that are respectful of the individual and impart the feeling of evolving in an atmosphere conducive to living and being together as a community. This in turn also contributes to personal and professional fulfilment.
- We offer a variety of internal training and development opportunities to support and enhance the development of each individual's professional experience.
  - We encourage all collaboration opportunities that contribute to the common good. Whoever we are and wherever we are, we grow together, mutually enriched by individual and collective contribution. We also encourage the sharing of know-how, skills, and knowledge in order to optimize our chances of success.
  - We take special care to encourage the expression and development of individual talent. We invite our employees to develop their own innovation abilities in an atmosphere that promotes listening, sharing, and fruitful exchange.
  - In all our professional areas we place employees at the core of projects in order to stimulate and develop initiative at all levels, advocating autonomy, decision-making, and empowerment. Our managerial practices foster individual and collective performance.
  - Our Group's success and sustainability depend on individual commitment and accountability with respect to the integrity of the practices embedded in our quality projects. We ensure the proper application of our Ethical Charter and our Code of Conduct with the implementation of support tools and alert systems.





# Partners, suppliers, and competitors

Servier Group makes every effort to act in an ethical manner with respect to our business partners. Honesty, fairness, and loyalty govern our professional and commercial exchanges. The partnerships we develop exemplify our commitment to maintain ongoing contact with all stakeholders involved in medical research and progress in order to support the growth of innovation.

- We guarantee that the research, development, manufacturing, distribution, and information relating to our medicines are carried out in strict compliance with international quality and tracking requirements.
- We demonstrate integrity in all our activities, especially in the fight against corruption and fraud. We prevent any conflict of interest: we avoid all situations, under any circumstance, in which our personal interests could enter in conflict, or appear to enter into conflict with those of the Group.
- We demonstrate the value of our research and development results by ensuring that the intellectual property rights associated with our products and services are respected and that confidential information is protected.
- We engage in high quality international research by making significant investments in projects carried out by our research centres and partners. These projects afford long-term vision with respect to the development and sharing of scientific skills and knowledge.
- The safety and health of the employees of our partners and suppliers are also genuine priorities. We favour partnerships with companies that have an open and ongoing social dialogue, encourage diversity, gender equality and equal opportunity, and act in favor of environmental preservation.
- We are committed to responsible procurement, and make sure to select our suppliers based on their ethics and compliance practices and to develop responsible relationships with them. We ensure that our suppliers provide and possess improvement plans on social responsibility and corruption prevention. In addition, we recognize competition as a driver for innovation and, more broadly, for corporate development.
- We ensure that the proper conditions for fair and legitimate competition prevail.

# Public authorities

Servier Group endeavours to interact with governmental entities and regulatory authorities in an honest, independent, transparent manner, in compliance with the regulations in force. Everywhere we operate around the world, we are keenly attentive to the observance of the ethical and professional rules that govern our profession. We ensure their implementation every step of the way, from the earliest stages of our research projects throughout the development of our medicinal products.

- We are committed to complying with the laws and regulations in force, international sanctions, and any applicable embargo or restriction measures.
- We demonstrate integrity in all of our operations. We do not tolerate any form of corruption or fraud. We take care to prevent conflicts that may exist between the interests of the Group and those represented by persons exercising official functions.
- We fulfil all of our financial accountability obligations.
- We undertake to communicate the information required by applicable regulations to the competent authorities, whether in terms of declarations, authorization requests, or reports relating to our operations and our products.
- To ensure this Charter is applied to the fullest extent, we have put in place support tools and alert systems.





# Society and the environment

We strive to continually develop and deepen trusting relationships with patients, healthcare professionals and organizations, our employees, partners, suppliers, competitors, and public authorities in order to support the growth of innovation and shape a more sustainable future. As a responsible company, we act to preserve the environment.

- We ensure control measures and action plans are in place to monitor and reduce our consumption of energy and natural resources, as well as our greenhouse gas emissions.
- We pro-actively minimize any form of impact our sites and products may have on the environment (waste and emissions management) in all countries where our Group operates.
- When making design choices about our products, we integrate social and environmental criteria in order to minimize the environmental impact of our products throughout their life cycles.
- We are working to expand development for wider access to care.
- Our intention is to create value at all our sites through our professional operations and our societal commitments. We carry out joint projects with stakeholders in our territories and support initiatives that contribute to local economic and social development, namely by financing projects initiated by members of civil society.
- Our societal commitment policy, including corporate philanthropy actions, targets three main areas: healthcare, education and training, and environment and quality of life.
- We help fund scientific scholarships, grants, and awards for innovative research projects.

# Implementation methods

The Ethical Charter presented here, as well as our Code of Conduct, serve to inform and guide the conduct of all Group employees, regardless of their professional area or level of responsibility.

In addition to the awareness and understanding that each individual must have of the contents of these documents in order to properly apply them, ethics must define the governance within Servier Group.

The Ethics Committee is available to assist and provide support to employees in the proper application of the Ethical Charter and the Code of Conduct.

To that end, the Ethics Committee provides essential and accurate details pertaining to the values and principles outlined in the Ethical Charter and the Code of Conduct.

The Ethics Committee is tasked with preparing and making available a set of procedures and guidelines designed to clarify and supplement the guiding principles laid out in the Ethical Charter and the Code of Conduct. These procedures and guidelines are an integral part of these Codes and must be observed by all employees.

The Ethics Committee is also responsible for ensuring the proper application of the Ethical Charter and the Code of Conduct, as well as any resulting procedures and subsequent guidelines.

By following the procedure set out in the Code of Conduct, each employee has the opportunity to address issues pertaining to the Ethical Charter and Code of Conduct applicable to the setting and environment of his/her responsibilities.

Questions raised can be addressed directly to a manager (direct or indirect) and will be welcomed in an environment where your concerns will be heard and discussed confidentially.

An Ethics Line has been set up, accessible using the link:

**<https://app.whispli.fr/Servier-Ethics-Line>**

All information and questions communicated through this channels are treated with the utmost confidentiality in accordance with the Group's Ethics Line Procedure applicable in each country in accordance with local legislation.



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