

HUMAN RIGHTS & ANTI-MODERN SLAVERY POLICY

Zentiva, including all its employees, board members, subsidiaries, and affiliated companies, respects and supports the protection of human rights across our business operations extending downstream to the actions and practices of our partners and upstream through our supply chain and sourcing network as embedded in the Universal Declaration of Human Rights.

Zentiva is committed to upholding the labour standards as set out by the International Labour Organisation, and to be in full compliance with local labour law. Zentiva will become a signatory of the UN Global Compact that endorses the ten universal principles covering the environment, anti-corruption, human rights, and labour. Our policies on Human Rights and Anti-Modern Slavery work in conjunction with our Code of Ethics, our Anti-bribery and Corruption Policy, our Diversity and Inclusion Policy, our Responsible Sourcing Policy, Risk Management, and our overall company HR Policies.

Zentiva is committed to implementing the UN Guiding Principle on Business and Human Rights and incorporating all internationally recognized human rights including the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social, and Cultural Rights. At Zentiva we expect every team member to respect human rights as described in our Code of Ethics with function-specific standards being embodied in functional policies.

We compensate our employees fairly based on market norms and in line with legal requirements for wages and social benefits. We respect children's right to education and their personal development and will not permit employment below minimum working age.

Our employees have the right to choose whether to be part of a labour union, a working council, or another framework for collective bargaining. We work side by side with the representatives to achieve the best outcome for our people and our company

With over 40 million people worldwide working under modern slavery or forced labour conditions Zentiva will work continuously to assess possible risks in our supply chain. We do not tolerate any forms of modern slavery or human trafficking.

The Global Slavery Index indicates countries and industries which have the highest rates of modern slavery. Zentiva through its Responsible Sourcing programme has an active risk-based approach for assessing our suppliers. Zentiva expects all its suppliers to comply with the Universal Declaration of Human Rights, treat all employees with respect and dignity, operate fair employment policies, have no employees below minimum working age, and respect individual rights and freedom. We do not tolerate any form of child labour.

Zentiva's Responsible Sourcing programme encompasses the whole of Zentiva's supply chain. Zentiva sources predominantly from companies in Europe, India, and China and this is the geographic focus of our audit activity. We take a risk-based approach to our audit process conducted between our Procurement, External Supply Operations, and Compliance teams. Audit outcomes are reviewed by our Zentiva Ethics and Compliance Committee. By being diligent and by championing strong and clear standards we can help eliminate the risk of modern slavery in our supply chain.

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