

Human Rights Commitment

Purpose

To describe the human rights objectives and direction for the organisation.
The Human Rights Commitment demonstrates the organisation’s commitment to respecting human rights.

Scope

Applies to all Ferring entities.

Note: The Human Rights Commitment must be communicated and understood by all personnel in the organisation.

Table of Contents	
Human Rights Commitment	2

Human Rights Commitment

Ferring Pharmaceuticals

Human Rights Commitment

“People come first at Ferring”

The [Ferring Philosophy](#) places people at the heart of everything we do and is the cornerstone of how we conduct business at Ferring. We believe in the values of respect and dignity and human rights are of the utmost importance to us. Consistent with these values, we are committed to respecting human rights in accordance with internationally recognized principles throughout our value chain.

Scope of Commitment

Our commitment to respect human rights embraces internationally recognized human rights, and specifically, we endeavour to respect those fundamental rights and freedoms identified in the following:

- the [International Bill of Human Rights](#);
- the [Convention on the Rights of the Child](#);
- the [International Labour Organisation Declaration on Fundamental Principles and Rights at Work](#);
- the [UN Guiding Principles on Business and Human Rights](#); and
- The [OECD Guidelines for Multinational Enterprises on Responsible Business Conduct](#).

In addition, as a committed participant of the UN Global Compact, Ferring is committed to upholding its [Ten Principles](#).

In doing so, we commit to identifying, addressing and mitigating potential human rights risks in Ferring’s operations and value chain. We further commit to working with our suppliers and business partners to uphold these standards in their operations, particularly when directly linked to Ferring’s operations, products or services.

Human Rights

Following a human rights risk assessment conducted in 2022, the areas below were identified as priorities at Ferring.

1. Access to medicines;
2. Access to remedy;
3. Diversity, equity & inclusion;
4. Employee health & safety;
5. Patient safety;
6. Privacy;
7. Research practices;
8. Social & environmental impact of production; and
9. Value chain working conditions.

While we already have a series of policies and practices in place addressing each priority area, we will continually monitor these areas and we will report our progress publicly.

Implementation and Oversight

Ferring recognises that human rights are basic rights and freedoms that belong to everyone. Concerns relating to human rights in our operations and value chain can be raised by employees and third parties by contacting the [Global Ethics Office](#). All concerns raised are managed by the Ethics Department in consultation with the Legal, Compliance and/or Human Resources Departments as appropriate, and the process is overseen by the Ferring Board. Ferring enforces a strict non-retaliation policy for all potential violations reported in good faith.

Our commitment to respect and protect the dignity and human rights of all individuals is one to be upheld by everyone.

“People come first at Ferring”

Christelle Beneteau

Senior Vice President, Chief People Officer

Statement: this Human Rights Commitment will be reviewed and updated as necessary to ensure that Ferring is upholding our values and respecting international human rights principles and according to our reporting requirements.

Effective: 2023

Change Log	
Version No.	Reason for the Change / Revision
1.0	New Policy
2.0	Update signatory