

## **LIPOMED Social Value, Slavery and Human Trafficking Statement**

Lipomed is a small pharmaceutical company engaged in research, development, and production of ethical medicines, in particular for the treatment of rare diseases through orphan drug development and therefore providing innovation, good health and wellbeing of the population.

Lipomed sets high social values offering equal opportunity for all employees without differentiation. Remuneration and responsibilities are clearly assigned and defined by the positions offered in the company and all positions are described in the quality management handbook. Recruitment procedures, contract templates, training and educational programs are defined in the management handbook to avoid any discrimination and guarantee equity and quality education to all employees as appropriate for their position.

Modern slavery is a global problem transcending age, gender and ethnicity. Lipomed's philosophy emphasizes a pleasant and open form of interaction and working atmosphere. Lipomed supports a culture of errors, a flat hierarchy as each voice of the employees counts, and a strict adherence to ethical business treating people with dignity and respect. We do not tolerate slavery and human trafficking and outlined below is our commitment to ensuring they have no place in our business.

Lipomed has directly contracted a total of approximately 40 employees working in research, development, manufacturing and distribution of medicinal products, which are offered worldwide to pharmaceutical healthcare markets. Lipomed holds two sites, one in Switzerland (mother house) and one in Germany (EU-Affiliate).

As an ethical company, Lipomed complies, in so far as it can, with all the legislation to ensure that slavery and human trafficking is not taking place in any of our facilities, supply chains or any part of our business.

We have contracts of employment in place for all employees. Additionally, our contracts are supported by our human resources (HR) policies and procedures, which are provided individually to all staff member and copies are available within the workplace. Our HR policies and procedures are reviewed regularly by Lipomed's Human Resources Manager, to ensure we remain compliant at all time.

Lipomed conducts "right to work" checks on all employees prior to commencing their work at the Company. This includes checking, where applicable, that the employee has a valid work visa and is of an appropriate age to work. We allow all individuals who work or provide services to us the right to freely choose their employment or consulting with us and, the right to associate freely with other individuals. Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination.

We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labor and have a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct.

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Based on our risk assessments, we deem the risk of slavery or human trafficking inexistent within Lipomed referring to the direct employee population as well as the service provider population under our direct supervision. In case of suspicion of slavery or human trafficking, Lipomed will immediately initiate measures to clarify and remedy the situation as we have zero tolerance to slavery and human trafficking and expect all our business partners to share this approach.

A copy of this statement is available on the company website for our business partners to inspect. We currently do not engage with suppliers in high-risk areas. The business is undertaking an extensive supply chain mapping and an ethical risk assessment process which will be ongoing and will inform future Procurement Policy.

This statement is made pursuant to section 34(1) of the Modern Slavery Act 2015 and constitutes Lipomed's slavery and human trafficking statement.

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