



# CENTRIENT HUMAN RIGHTS POSITION

**We are a global leader with a clear purpose**  
**With this comes a responsibility to do the right thing**  
**At Centrient we respect human rights**  
**Always and everywhere**

At Centrient, we support and respect the rights of individuals and adhere to the employment laws in the countries where we operate. We adhere to internationally recognised human rights as outlined in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organisation.

Human rights are at the core of our purpose to improve lives by being at the centre of sustainable and accessible healthcare. In line with our common values - **Passion, Accountability, Collaboration, Innovation** and **Caring** – we uphold and support human rights in our sphere of influence.

We are committed to promoting human rights standards throughout our business operations and have a zero tolerance policy towards any violation. The Centrient Code of Conduct clearly defines our commitment towards respecting human rights. All Centrient employees are obliged to know and follow the principles of the Centrient Code of Conduct, among which our high standards on human rights. We ensure that all our employees on a yearly basis commit to the recognition of people's fundamental rights. We also expect our business partners to commit to the same high standards on human rights.

## OUR HUMAN RIGHTS COMMITMENTS:

- WE ENSURE A FAIR, EQUAL, INCLUSIVE AND CONDUCIVE WORKING ENVIRONMENT
- WE HAVE ZERO TOLERANCE FOR CHILD AND FORCED LABOUR
- WE TREAT ALL EMPLOYEES EQUALLY AND FAIRLY
- WE DO NOT TOLERATE ANY HARASSMENT
- WE ALLOW OUR EMPLOYEES TO JOIN ORGANIZATIONS THAT REPRESENT THEM
- WE PROMOTE OPEN COMMUNICATION BETWEEN EMPLOYEES AND MANAGEMENT
- WE ENSURE A SAFE AND HEALTHY WORKING ENVIRONMENT
- WE ACTIVELY ENGAGE WITH EXTERNAL STAKEHOLDERS TO IMPROVE CONTINUOUSLY
- WE UPHOLD THE HUMAN RIGHT PRINCIPLES THROUGH ROBUST INTERNAL GOVERNANCE
- WE PROVIDE CHANNELS TO REPORT NON-COMPLIANCE WITHOUT FEAR OF RETALIATION

## Employee Working Conditions

We ensure a fair, equal, inclusive and conducive working environment for all our employees.

We have a global rewards framework and offer fair and competitive wages and benefits. Our rewards philosophy is based on the pay-for-performance philosophy which aims to ensure meritocracy. We aspire to offer best-in-class, personalized benefits packages. From a gender-neutral parental leave policy to our employee assistance program and flexible working arrangements, our unique benefits program is tailored to suit the needs of our diverse employee base.

As an organisation we believe in development with a purpose. Our learning philosophy is focused on building leadership and business capabilities that deliver high-performance results and enable our employees to be the best they can be at work. We provide our employees training, education and development opportunities and they can choose their preferred mode of learning for self-growth and development. Access to development opportunities is based on the principle of equal opportunities for all employees.

We comply with applicable laws and regulations governing working time and paid leave in every country in which we operate. At Centrient we encourage open and transparent communication and direct engagement with employees to resolve workplace and compensation issues.

## Child and Forced Labour

Centrient has zero tolerance for child labour, forced labour, slavery, bonded, involuntary prison labour or indentured labour and human trafficking. Centrient does not employ any personnel below 18 years of age. We also do not partner with any third party who employs children.

## Harassment, Discrimination and Fair Treatment

In Centrient, all employees are treated equally and fairly, without any discrimination based on (but not limited to) ethnic or racial status, color, nationality, descent, marital status, religion, caste, gender, age, sexual orientation, or appearance. Harassment of any kind is not tolerated.

Centrient strictly prohibits harsh or inhumane treatment of employees, corporal punishment, mental or physical coercion, abuse (verbal or physical) or even the threat of any such treatment.

## Freedom of Association and Collective Bargaining

Centrient Management is committed to open and constructive communication with employees and their representatives. Our employees have the freedom to join organizations of their choice that represent them, according to applicable laws and regulations.

In locations where employees have chosen to not join any representative organizations, there is open communication between employees and management by way of townhalls, open sessions and other open forums.

## Human Safety

We ensure a safe and healthy working environment. With this in mind, we have established global Safety, Health and Environment (SHE) requirements which are the basis of the health and safety management system. The SHE requirements include, but are not limited to, risk assessments, health and safety trainings, operational controls, emergency response and planning. At Centrient we have established strong operational control systems to protect our workers from occupational health hazards and exposures, based on risk assessments and defined standard operating procedures (SOPs). At Centrient we always put safety first!

## Stakeholder Engagement

At Centrient we fully support the Pharmaceutical Supply Chain Initiative (PSCI) and by doing this we commit to uphold the human rights and employment rights of workers and to treat them with dignity and respect. Through PSCI we engage with other pharmaceutical and healthcare companies and experts to seek continuous improvements.

## Governance

The Human Rights Committee oversees human rights compliance within Centrient. This Committee provides support to the cross-functional Human Rights Working Group that has the responsibility for the implementation of our approach to human rights.

Centrient management is committed to uphold the Centrient human rights principles. We conduct regular engagement pulse surveys covering specific questions on our human rights principles and working conditions, organize leadership townhalls, webcasts, leadership connect sessions and open houses to directly seek feedback from our people on our standards of upkeep with these principles.

## Remediation

Centrient employees and other stakeholders have the possibility to report concerns of human rights violations via various channels. We have a **grievance redressal platform called SpeakUp** which allows employees and third parties to (anonymously) report any issue or non-compliance to our human rights principles, without the fear of retaliation.