



MODERN SLAVERY STATEMENT
LABORATOIRES JUVISÉ PHARMACEUTICALS
FINANCIAL YEAR 2025



1. Company Overview

Founded in 2008, Laboratoires Juvisé Pharmaceuticals (“**Juvisé**”) is an independent European pharmaceutical company headquartered in Villeurbanne, France, with offices in Paris and international operations, including in the United Kingdom. Juvisé employs approximately 80 employees and specializes in the acquisition, development, manufacturing, and commercialization of pharmaceutical products across multiple therapeutic areas. Juvisé’s company culture is built on integrity, responsibility, and exemplary conduct, as reflected in our internal policies and daily practices.

This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and sets out the steps Juvisé has taken during the financial year ending 2025 to ensure that modern slavery and human trafficking are not taking place in its business or supply chains.

2. Commitment to Preventing Modern Slavery

Juvisé enforces a strict zero-tolerance policy towards all forms of modern slavery, forced labor, human trafficking, corruption, and discrimination. This commitment is supported by robust internal rules, a comprehensive code of conduct (the “**Code of Conduct**”), and a secure and confidential whistleblowing system.

Juvisé is committed to:

- maintaining the highest ethical standards across all business operations and relationships; zero tolerance policy towards modern slavery, forced labor, human trafficking, and corruption;
- operating a confidential whistleblowing reporting channel (the “**Alert Line**”) that guarantees full protection against any form of retaliation for individuals who report concerns in good faith;
- acting promptly to investigate any concerns raised and taking appropriate remedial action where violations are identified; and
- reviewing this statement and associated policies annually to ensure continued effectiveness and alignment with best practices.

3. Internal Policies and Employee Conduct

Juvisé maintains a comprehensive framework of internal policies designed to promote ethical conduct, ensure compliance with applicable laws and regulations, and uphold high standards of integrity across all business activities:

- **Rules of Procedure:** the Rules of Procedure are acknowledged and signed by all employees upon hiring, regardless of their role or location. They establish clear standards relating to discipline, hygiene, safety, confidentiality and, the prevention of harassment.
- **Code of Conduct:** Juvisé enforces a zero-tolerance policy for bribery, influence peddling, and the granting or acceptance of improper advantages. This policy applies to all employees, partners and suppliers. It requires transparency, integrity and responsible conduct in all interactions.

4. Whistleblowing and Alert Mechanisms

Juvisé maintains a confidential and secure Alert Line accessible to all employees and stakeholders. This mechanism protects whistleblowers from retaliation and ensures rigorous and confidential handling of all reports, in compliance with Regulation (EU) 2016/679 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (“**GDPR**”) and the French law of 9 December 2016 on transparency, the fight against corruption and the modernization of economic life (“**Sapin II**”).

5. Supply Chain Risk Management

Juvisé actively monitors and evaluates its supply chain through established due diligence processes.



This includes notably Risk Mapping and Assessment (i.e., evaluation of country and sector risks, supplier qualification, and regular audits).

Juvisé manages supply chain risks by prioritizing a localized industrial model. More than ninety percent (90%) of Juvisé's production is based in Europe, and Juvisé sources primarily from high-standard jurisdictions, where the risk of modern slavery and human rights violations is considered comparatively low.

Juvisé's risk mitigation strategy relies on strong, long-term partnerships, with a limited number of trusted Contract Manufacturing Organizations ("CMOs"). This geographical proximity allows for regular site visits and continuous operational oversight, ensuring traceability and transparency across the value chain.

Juvisé's CMOs and distribution partners are also regularly subject to on-site audits conducted by an independent third-party auditor appointed by Juvisé to ensure compliance with the contracted pharmaceutical activities.

By maintaining a streamlined and geographically focused supply chain, Juvisé ensures that its business partners remain aligned with Juvisé's core values of integrity and ethical labor practices.

Juvisé is committed to continuously enhancing its supply chain risk management processes and will review and update its approach as industry best practices evolve and new risks emerge.

6. Training and Awareness

Juvisé ensures that one hundred percent (100%) of employees receive mandatory training on the Code of Conduct and the Alert Line, delivered by the Legal Department.

Regular training covers ethics, anti-corruption, risk identification, and whistleblowing procedures.

7. Ethics, Transparency, and Social Responsibility

Juvisé's Code of Conduct, publicly available on Juvisé's website, sets out ethical principles that guide all business activities and employee conduct.

Juvisé is committed to maintain transparency in interactions with healthcare professionals, while upholding respect for human rights and fundamental freedoms.

Juvisé is further committed to environmental responsibility. Juvisé conducts a comprehensive assessment of its company-wide carbon footprint and has committed to achieving Net Zero emissions by 2050.

8. Monitoring and Continuous Improvement

Juvisé tracks key indicators to assess the effectiveness of its policies and risk mitigation measures, to continuously improve its policies, procedures, and practices in line with the requirements of the UK Modern Slavery Act 2015, including:

- training completion;
- alerts handled, and
- disciplinary actions.

Policies and procedures are reviewed regularly to ensure they remain up to date with evolving regulatory requirements and best practices.



9. Governance and Approval

The prevention of modern slavery is overseen by Juvisé's Executive Management, in collaboration with Human Resources, Legal, Quality, and Procurement departments.

This statement has been reviewed and signed off by the board of directors (or equivalent management body), in accordance with section 54(6) of the Modern Slavery Act 2015.

Signed on behalf of Laboratoires Juvisé Pharmaceuticals

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Name: Emilie GOUNON

Position: General Manager

Date: March 26, 2026