

2023-2025 URGO GROUP ETHICAL CHARTER

To continue to grow whilst remaining within the law and safeguarding everyone's rights and to preserve us from individual and collective risks, we reinforce our approach to social and environmental responsibility.

The Ethical Charter is our Compliance's grounding within URGO Group.



ENSURING RESPECT FOR PEOPLE

- . To protect people.
- . To ensure people's dignity.
- . To embrace diversity.

COMMITTING TO HEALTH AND THE ENVIRONMENT

- . To respect public health by guaranteeing the safety and well-being of our employees, patients and customers.
- . To develop and market products that help preserve the environment.



GUARANTEEING INTEGRITY

- . To prohibit corruption in all its forms.
- . To avoid our personal interests influencing our professional decisions.

BUILDING STRONG RELATIONSHIPS

- . To apply high ethical standards.
- . To promote fair and loyal trade.
- . To select and to treat fairly our suppliers/service providers/distributors.



PREPARING THE GROUP'S FUTURE

- . To lead our actions and messages according corporate values.
- . To protect sensitive information, about the Group and its partners.
- . To enhance our rights and respect the rights of third parties.