



URGO GROUP HUMAN RESOURCES POLICY

Within the URGO Group, we consider our teams to be our greatest asset. Their commitment fuels our growth and our mission: to care for patients thanks to our innovations (Invent & Care). Our Human Resources policy defines a common framework that ensures a respectful, safe and assertive working environment, in line with our values (Excellence, Entrepreneurship, Assertiveness).

Respect for Human Rights and Compliance

The Group is committed to respecting labor regulations in all the countries where it operates. In particular, the following is prohibited:

- Resorting to undeclared work, forced labor or slavery, or encouraging industrial or commercial activities that involve human trafficking;
- Employing child labor, except in the case of specific contracts (such as apprenticeship or work-study programs);
- Exposing minors to high-risk environments (chemical products, extreme temperatures, noise, etc.), unless specifically permitted by local regulations.

The URGO Group is committed to:

- Ensuring the health, safety and quality of life at work of its employees;
- Protecting the health of patients and maintaining customer trust through safe products that comply with public health requirements;
- Ensuring safety and protecting the rights of individuals participating in our clinical trials or acting as consumers;
- Upholding commitments aligned with our Ethical Charter, which sets out the rules of conduct and expected behaviors for all employees.

Diversity & Inclusion

As an international group present for more than 20 years, URGO is committed to promoting equal opportunities and preventing and condemning all forms of discrimination or harassment. To this end, the Group reiterates that any form of discrimination is prohibited during recruitment and throughout the entire employment relationship based on gender, age, origin, religion, sexual orientation, physical appearance, health status, disability, trade union affiliation, etc.

URGO promotes:

- Gender equality;
- The rights of individuals with disabilities;
- The fight against racism, xenophobia and all forms of discrimination;
- Respect for the rights of LGBTQ+ individuals.

Social Dialogue

URGO recognizes the role of employee representative bodies and supports open and transparent dialogue. In countries where they exist, we maintain constructive relationships with unions and representatives, based on mutual respect and the pursuit of balanced solutions.

Health, Safety and Well-being

Health and safety at work are at the heart of our priorities. We organize awareness and training initiatives, involve managers in risk prevention and strive to create a safe and caring work environment.

Ethics & Compliance

Our employees act with professionalism and integrity. The Group provides concrete tools:

- An ethical charter;
- A prevention guide on corruption;
- An alert/whistleblowing system.

Employee Development

We believe in the growth of each individual and in the importance of a learning-oriented company. We invest in training, constructive evaluation and internal and international mobility. Career paths are built around merit, contribution and potential, enabling each employee to express their talents and grow within the Group.

The Group aims to limit precarious employment situations for all its employees. To this end, we ensure that:

- All employees have an employment contract;
- The minimum legal or industry-specific salary is applied in all countries;
- Atypical working hours are limited as much as possible and daily and weekly rest times are respected.
- The right to disconnect is respected as an essential condition for sustainable performance and quality of life at work.

Marie Ducastel
Group HR and
Communication Director

Tristan Le Lous
President of URGO Group

URGO
INVENT & CARE