

# 2025-2026 URGO GROUP ETHICAL CHARTER

To continue to grow within the respect of the law and the rights of all, and to protect us from individual and collective risks, we have been reinforcing our approach to environmental and social governance.

The Ethical Charter grounds Compliance within the URGO Group, in line with legal requirements, and in particular those of the French Sapin II Anti-Corruption law applicable to the entire Group.

Because acting ethically also means protecting our future.



## 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.