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Global Labor & Human Rights Policy

Purpose/Objectives

Respect for human rights is a fundamental value of PCI Pharma Services ("PCI" or "the Company"). We are committed to supporting, respecting, and protecting labor and human rights in our relationships with our employees, suppliers, business partners, and local communities. PCI's goal is to exemplify this commitment both in our own business activities and in our business relationships with external stakeholders.

PCI complies with all applicable laws and regulations in its business activities and supports internationally recognized human rights, such as those expressed in the United Nations Global Compact (UNGC) and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Labor and Human Rights is a formal impact category with time-bound targets and metrics within our Global ESG Program. PCI will continuously implement and improve due diligence processes within our business practices. We will disclose our efforts through the company website, Annual ESG Report, and other communications channels.

1.1 Child Labor, Forced Labor & Human Trafficking

1.1.1 PCI prohibits the use of all forms of forced labor, modern forms of slavery, and any form of human trafficking across operations and the supply chain.

1.1.1.1 PCI requires all key suppliers and business partners to agree to comply with PCI's Supplier Code of Conduct, the ESG Supplier Charter, and the Modern Slavery Statement as referenced above. PCI also requires all suppliers to warrant that they are not aware of any conduct or circumstances within any part of their business or supply chain anywhere in the world that may constitute slavery and human trafficking.

1.1.2 PCI does not engage in or condone the unlawful employment or exploitation of children.

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1.2 External Stakeholder Human Rights

1.2.1 PCI commits to identifying salient human rights issues and potential risks to external stakeholders through materiality assessments within the local communities we live and work in. In the case any are identified, the company will work to mitigate the adverse human rights impacts arising from company's activities.

1.3 Diversity, Discrimination, and Harassment

1.3.1 PCI is committed to being a high-performing organization built on the foundation of a diverse and inclusive workforce, with individuals and teams working to blend a wide range of talents, preferences, and perspectives. PCI endeavors to reflect the diversity of the communities in which we operate and to cultivate a workplace that provides each employee with respect and the opportunity to grow and contribute at their greatest potential.

1.3.1.1 PCI is committed to equal opportunity and will not tolerate discrimination or harassment. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law.

1.4 Safe and Healthy Workplace

1.4.1 The safety and health of our employees is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements.

1.4.2 PCI works to provide and maintain a safe, healthy, and productive workplace by addressing and remediating identified risks of accidents, injury and health impacts.

1.5 Working Conditions

1.5.1 PCI compensates employees competitively relative to the industry and local labor market, ensuring full compliance with applicable minimum wage, work hours, overtime, and benefits laws, as well as with terms of applicable collective bargaining agreements.

1.5.2 PCI is committed to fostering personal and professional development and encourages employees to balance their work and personal responsibilities.

1.6 Freedom of Association and Collective Bargaining

1.6.1 PCI respects our employees' right to form, join, or not to join a labor union without fear of reprisal, intimidation, or harassment.

1.6.2 Where employees are represented by a legally recognized union, PCI is committed to establishing a constructive dialogue with their freely chosen representatives. The Company is committed to bargaining in good faith with such representatives.

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1.7 Guidance and Reporting for Employees

- 1.7.1 Any employee who believes a conflict exists between the language of this policy and the laws, customs and practices where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources, or the Legal Department.
- 1.7.2 No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy.
- 1.7.3 The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation of this policy.

Scope, Training, and Review:

This policy applies to all PCI Pharma Services employees at all locations and business segments.

Training on this policy is mandatory in accordance with PCI's standard processes every two years through the Company's Electronic Learning Management System or equivalent.

The policy will be reviewed and updated in accordance with PCI's standard process every three years.



Angi Calkins
SVP Chief People and Sustainability Officer

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