



Ipsen Company Social Responsibility (CSR)

Dominique Laymand
Executive VP Ethics & Compliance

Ipsen CSR Signature



Ipsen CSR Vision

Our vision is to harness the power of our employees to have a **responsible** and **sustainable** impact on patients, society and the environment.

Ipsen CSR Missions

Employees

Caring for and developing employees, encouraging diversity and inclusion, and supporting an open and respectful culture

- Safety
- Quality of Life
- Well being
- Health
- Diversity and inclusion
- Human Rights
- Transparency
- Speak-up
- Commitment

Patients & society

Providing innovative solutions for the benefit of Patients & society based on trusted relationships and shared commitments

- (incl. Patients and their interactions with Relatives, Care-givers, Researchers, institutions – society at large)
- Positive impact on patients' lives
 - Responsibility and Accountability
 - Linked to Ethics for all (Employees, People and Society, Planet)
 - Serve communities
 - Corporate Citizenship actions

Environment

Protecting the environment, minimizing our impact on it, by making our activities safe and sustainable

- Products safety
- Reducing environmental impact
- (ISO 14001)
- Foot print, Carbon conscious
- Sustainable
- *Refer to Reference Document*

ONE IPSEN Way of Being

- We trust each other
- We share and learn every day
- We own our outcome
- We honor our word
- We drive to win together

- Be entrepreneurial
- Fast in turning our ideas into action; be agile
- Be demanding of ourselves as we strive for success
- Believe in making a difference
- Celebrate success
- Enable talent inclusion and diversity

We drive to win together

We trust each other

- Respect each other and all our stakeholders
- Empower others
- Respect & be open to inclusion and diversity
- Enable feedback and foster a speak-up culture
- Embrace cross-team collaboration
- Be transparent and share information

We share and learn every day

- Be proactive in learning from each other and through experiences
- Listen and be open to views and needs of all external stakeholders
- Seek transformation through innovation
- Innovate

We own our outcome

- Be accountable and responsible
- Set clear expectations and prioritize
- Be results and value driven, not task-oriented
- Bring solutions
- Seek continuous improvement to be always better
- Own our Company Social Responsibility strategy

We honor our word

- Walk the talk & talk the walk
- Ensure that we make ethical decisions, stay compliant at all times
- Never compromise on quality
- Care for our employees, patients and society and the environment

