

Servier

Supplier Code of Conduct

January 2026

Foreword

At Servier, we are committed to therapeutic progress to serve patient needs. The way we operate fully aligns with our responsibility to society and the planet. As a Group governed by a foundation, we have a long-term vision and place responsible business practices and ethical conduct at the heart of everything we do.

This Supplier Code of Conduct reflects our shared ambition to build meaningful, trust-based partnerships with suppliers who uphold the same values of integrity, transparency, and responsibility. It is a cornerstone of our sustainability roadmap to maximize our health impact to serve patients, people, and the planet. We work through our daily business decisions and operations to improve health outcomes, environmental stewardship, and social impact.

Procurement plays a pivotal role in our ambition to become a sustainable business. By embedding sustainability into our sourcing practices and promoting responsible business conduct, we aim to drive innovation and efficiency by strengthening our relationships with our suppliers and fostering a positive impact across our value chain.

We invite all our suppliers to join us on this journey working together to deliver on our shared commitments and shape a more sustainable future for healthcare.

Soraya RAMOUL BLEGVAD
Chief Sustainability Officer

Virginie GORJUS
Chief Procurement Officer

Purpose of Servier Supplier Code of Conduct

At Servier, we are dedicated to maintaining high standards of ethical behavior, social responsibility, and environmental stewardship. This Supplier Code of Conduct is aligned with Servier's internal policies. This Supplier Code of Conduct specifies the minimum standards we require from our suppliers.

Legal and Regulatory Compliance

Suppliers must comply with all applicable local, national, and international laws and regulations, especially those concerning labor, health and safety, environmental protection, prevention of corruption and bribery, and fair competition. This compliance forms the foundation of our business relationships.

Ethical Business Practices

Integrity and Fairness

Servier is committed to building relationships with third parties based on trust, integrity, objective decision criteria, professionalism, and adherence to our values.

Servier has adopted a zero-tolerance policy towards corruption and influence peddling. Suppliers must conduct their business with integrity and fairness, reflecting Servier's commitment to ethical practices, and must comply with all applicable laws and regulations. Any form of bribery, corruption, fraud, extortion, or other unethical behavior is strictly prohibited.

Transparency & Prevention of Conflicts of Interest

Servier requires its suppliers to maintain transparency in all business dealings. This means providing accurate information promptly and declaring any potential conflicts of interest. A conflict of interest arises when personal interests compromise the independence, impartiality, or objectivity of decisions.

Gifts & Invitations

To maintain transparency and integrity in professional relationships, suppliers must refrain from offering gifts to Servier employees. Additionally, Servier employees are prohibited from accepting invitations that are not strictly professional and do not adhere to stringent conditions (absence of entertainment, occasional, etc.).

Confidentiality and Data Protection

Suppliers must protect any confidential information shared by Servier and use it only for its intended purposes. Compliance with data protection laws is mandatory, ensuring the personal data of all stakeholders is secure.

Labor Practices

Labor practices are based on the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct.

Child Labor

Suppliers must not engage in child labor and must conform to minimum age requirements for employment, as established by international standards such as the International Labor Organization (ILO) conventions and local regulations.

Forced Labor

All forms of forced, bonded, or involuntary labor are unacceptable. Suppliers must ensure that employment is freely chosen, and workers have the right to resign after reasonable notice.

Non-discrimination and Harassment

Suppliers must provide a workplace free from discrimination or harassment. They must ensure that all employees are treated equally and with respect, irrespective of race, gender, religion, ethnicity, sexual orientation, disability, or any other protected characteristic.

Freedom of Association and Collective Bargaining

Suppliers should respect and uphold the rights of employees to freely associate, join trade unions, and seek representation. They should also respect the rights to collective bargaining.

Fair Wages and Working Hours

Suppliers must ensure that their employees receive fair wages and work within legally mandated hours. Compliance with laws regarding compensation, including overtime, benefits, and minimum wage standards is required.

Health and Safety

Suppliers must provide a safe and healthy working environment. This means implementing robust safety measures, offering necessary training, providing appropriate safety equipment, and addressing health and safety concerns promptly.

On their own sites, suppliers maintain their own equipment to protect workers.

On Servier sites, suppliers must comply with the internal rules that will be shared when necessary.

Environmental Responsibility

Impact on Nature

Suppliers are expected to minimize their environmental impact. This involves sustainable practices like water and resource conservation, waste reduction, and compliance with all relevant environmental regulations.

Carbon Footprint Reduction

Servier is committed to reducing its carbon footprint across its value chain. Suppliers must monitor their own greenhouse gas (GHG) emissions in line with international standards and share related information with Servier.

To reduce carbon footprint of our medicines, we expect our suppliers to implement decarbonization measures such as energy reduction, renewable energy sourcing, eco-design, etc.

Energy management

Servier is cautious of energy management, and its main sites are ISO 50 001 certified. In line with the ISO 50001 standard, suppliers will be challenged on their ability to reduce energy consumption on Servier's sites and on their own scope of activity.

Sustainable Procurement

Supplier Procurement Practices

Because suppliers' procurement practices impact Servier's value chain, suppliers must prioritize ethical sourcing, sustainability, and social responsibility throughout their own supply chains. This includes fostering long-term relationships that benefit all stakeholders and uphold Servier's values.

When necessary, direct exchanges can be organized with sub-suppliers to measure and monitor specific sustainability impacts (for example, carbon footprint) or in case of concerns.

Availability of Medicines for Patients

To ensure availability of medicines for patients, specific plans can be mutually defined and implemented by the supplier. Respecting this plan in transparency is a must to avoid any medicine shortage.

Ensuring Quality and Safety

At Servier, quality and safety are fundamental priorities. Every step, from manufacturing to control, follows strict standards to ensure the reliability of our treatments. Therefore, suppliers must uphold all relevant regulations and maintain rigorous quality and safety practices in their operations.

In addition, Servier includes sustainability in its procurement processes. Servier strives to integrate sustainability criteria into all its procurement-related decisions, including Requests for Information (RFI), Request for Quotation (RFQ), Request for Proposal (RFP), selection and contractual agreements, reinforcing its commitment to sustainable and

ethical practices, which we ask suppliers to respect, implement, and continuously improve within their own operations and supply chains.

Monitoring

Servier reserves the right to monitor and assess supplier compliance with this Supplier Code of Conduct. Suppliers should maintain records to demonstrate their adherence and cooperate, in transparency, with any audits or assessments conducted by Servier or its representatives.

An improvement action plan can be mutually approved to ensure a minimum level of CSR for suppliers or to remedy any violation of CSR commitments.

Specific Key Performance Indicators (KPIs)

Depending on the category and specificities of purchase, specific KPIs will be requested or mutually defined. They will be part of the supplier relationship performance.

If the supplier does not reach the minimum level of sustainability or in case of alert or violation of commitments, a dedicated mitigation plan will be launched. This plan will be mutually agreed.

Reporting Concerns

Suppliers and their employees must promptly notify Servier of any concerns or violations of laws, regulations and this Supplier Code of Conduct.

Servier has also set up an internal whistleblowing platform which is accessible to third parties: <https://servier.whispli.com/ethicsline>

Conclusion

Compliance with the Servier Supplier Code of Conduct is a fundamental condition for collaborating with Servier. We value our partnerships with our suppliers and expect mutual cooperation to maintain the highest standards of ethical conduct.

Acknowledgment

By acknowledging this document, suppliers confirm their commitment to adhering to the principles outlined herein.