

**RESOLUTION OF THE DIRECTORS**

**OF**

**GALDERMA CANADA INC.**

**(the "Corporation")**

**APPROVAL OF MODERN SLAVERY REPORT**

**WHEREAS** the Corporation met the criteria in Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "**Act**") as an entity that must report to the Minister of Public Safety and Emergency Preparedness on the steps the entity has taken during its previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

**AND WHEREAS** The Corporation has decided file a modern slavery report pursuant to the Act (the "Report").

**AND WHEREAS** the purpose of this resolution is to approve the Report for the financial year ending 31 December 2024.

**IT IS HEREBY RESOLVED THAT:**

1. The terms of the Report in the form produced to the Board of Directors be and is hereby approved.
2. The Report may be executed by any director or officer of the Corporation on behalf of the Corporation.

**EXECUTION IN COUNTERPARTS**

This resolution may be executed in one or more counterparts, each of which shall be deemed an original and such counterparts together shall constitute one and the same instrument. This resolution may, when executed, be delivered by electronic means (such as email delivery of .pdf or similar files) with the same effect as physical delivery of manually signed originals.

The undersigned, being all the directors of the Corporation, do hereby consent and pass the foregoing resolution of the Corporation pursuant to the provisions of the *Business Corporations Act (New Brunswick)*, as evidenced by their signatures hereto.

**DATED** as of the 30 day of May 2025.

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**VIFICAN PHAM**

Signed by:  
  
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**ALEXANDER BASTIAAN SCHENK**

DocuSigned by:  
  
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**THOMAS HÜRLIMANN**

Signed by:  
  
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**LEANDRA WELLS**

# GALDERMA

EST. 1981

## 2024 MODERN SLAVERY STATEMENT GALDERMA CANADA INC.

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*Note: This document contains forward-looking statements which involve certain risks and uncertainties that could cause actual results to differ materially from those contained in such forward-looking statements.*

## Introduction

This statement is published in accordance with Fighting Against Forced Labour and Child Labour in Supply Chains Act. It provides an update on the progress that Galderma Canada Inc. (Business Number 861603595) has made during the financial year ending 31 December 2024 to prevent modern slavery in its business and supply chain.

## Our company<sup>1</sup>

With a unique legacy in dermatology as well as decades of cutting-edge innovation, Galderma is the pure-play dermatology category leader dedicated to advancing dermatology for every skin story. We are strategically positioned in attractive, consumer-driven segments of the dermatology market, characterized by high growth fundamentals. Through trusted partnerships with healthcare professionals, we meet individual consumer and patient needs with superior outcomes.

Galderma is currently active or present in more than 90 countries and in 2024 generated 4,410M USD net sales. A copy of Galderma's 2024 Annual Report can be found [here](#).

## Our manufacturing footprint

Most of Galderma's products continue to be manufactured at production facilities located in Alby-sur-Chéran, France; Baie d'Urfé, Canada; Hortolandia, Brazil, and Uppsala, Sweden. The remaining products are manufactured by contract manufacturers.

Galderma Canada Inc. does not manufacture any products. All Galderma Canada Inc.'s finished goods are sourced from Galderma global factories or directly from contract manufacturers who service Galderma globally. To meet any additional needs, Galderma Canada Inc. engages a multitude of vendors for services including transport, warehousing, re-packing, marketing and employment services.

## Policies & procedures

Galderma strives for the highest standards of integrity, with well-defined governance and a framework of standard operating procedures and policies which guide how our company, employees and partners conduct their business. Core to our compliance framework are the following Codes and Policies:

**Code of Ethics** | Our [Code of Ethics](#) is an express declaration of adherence to the highest ethical standards in our work. It sets out Galderma's values and principles for business conduct and states that it is the responsibility of every Galderma employee to "*do the right thing, the right way*" to ensure the highest standards of integrity. It means that when we create value for our company and its stakeholders, such as the people and communities we serve, we should do so by acting in an ethical and socially responsible way. Galderma expressly commits to embracing diversity and respecting the personal dignity, privacy and personal rights of every employee and is committed to maintaining a workplace free from discrimination and harassment.

**Supplier Code** | Our [Supplier Code](#) sets out the standards we expect our suppliers to adhere to when conducting business for us. These standards concern the environment, social aspects and business ethics and form an integral part of our contractual arrangements with our suppliers. It is the supplier's responsibility to communicate our

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<sup>1</sup>On Friday, March 22, 2024, Galderma became a listed as a public company on the SIX Swiss Exchange. This milestone event marked a major turning point in Galderma's growth journey – one that is primed to propel Galderma further toward its bold ambition to become the leading dermatology company in the world.

standards to their employees, agents and subcontractors and to train them accordingly. Our Supplier Code covers the following:

- **Prison and forced labor:** The supplier must under no circumstances use or in any other way benefit from forced labor. Likewise, labor in the form of indentured servitude is prohibited, as is the use of corporal punishment, confinement, threats of violence or other forms of harassment or abuse as a method of discipline or control.  
The supplier shall not utilize factories or production facilities that oblige work to be carried out by unpaid or indentured laborers, nor shall the supplier contract for the manufacture of products with subcontractors that engage in such practices or utilize such facilities.
- **Child labor:** As referenced by the International Convention for Children's Rights (art.32) and the Organisation internationale du Travail (OIT) convention (art. 138 and 182), the use of child labor by the supplier is strictly prohibited as it places children at risk or can compromise their schooling or negatively impact their physical, mental, spiritual, moral or social development.
- **Working Hours:** The supplier must ensure that their employees work in compliance with all applicable laws and mandatory industry standards pertaining to the number of hours and days worked. In the event of conflict between a statute and a mandatory industry standard, the supplier must comply with such requirement taking precedence under national law.
- **Compensation:** The supplier's employees must be provided with wages and benefits that comply with national and local applicable laws and binding collective agreements, including those pertaining to overtime work and other premium pay arrangements and social protection related terms.
- **Workplace Environment:** The supplier shall provide employees with safe and healthy working/housing conditions. At the very least, potable drinking water, adequate sanitation, fire exits and essential safety equipment, access to emergency medical care, appropriately lit and equipped workstations must be provided. In addition, facilities must be constructed and maintained in accordance with standards set by applicable codes and ordinances.

**Anti-Bribery and Corruption (ABAC) and Healthcare Compliance Policies |** Galderma's Anti-Bribery and Anti-Corruption Policy builds on the core principles of the Code of Ethics, is consistent with international standards and laws and provides the ABAC requirements for Galderma and its partners. Galderma prohibits all forms of bribery and corruption, whether involving a government official or private person or entity and whether direct or through a third party. Galderma's company-wide ABAC program was further enhanced in 2022 through the introduction of targeted training on corruption prevention in the area of interactions with Healthcare Professionals (see also under "Training") as well as, in 2023, through the updating and upgrading of a comprehensive set of Healthcare Compliance Policies . Such Healthcare Compliance Policies cover, among other things, the following areas of activity:

- the provision of Gifts and Educational Items to Healthcare Professionals;
- the engagement of Healthcare Professionals for consulting services;
- the provision of hospitality (meals, travel and accommodation) to Healthcare Professionals; and
- the supply of free of charge samples to Healthcare Professionals.

## **Third parties and due diligence**

At Galderma, we understand that there is a potential exposure to Modern Slavery when we are purchasing goods and services from third parties. Any third party engaged by Galderma must conduct business ethically and is expected to comply with all our standards, including those laws and regulations relevant to where we operate (or where our third party partners operate on our behalf).

Galderma applies a risk-based approach when conducting due diligence on its third parties. This includes vetting of any third party prior to such third party's engagement, continuous monitoring throughout the duration of the relationship and ensuring appropriate training is provided to and by all such third parties. In 2022, Galderma launched a comprehensive distributor governance model which includes an enhanced risk-based due diligence process. In parallel, Galderma has been further enhancing its Third-Party Due Diligence Program including plans to invest third party due diligence technology/software.

Galderma also audits its key suppliers' Corporate Social Responsibility (CSR) commitments using *Ecovadis* and takes this into account during its sourcing processes. *Ecovadis* assesses companies based on their performance in terms of environment, labour & human rights, ethics and sustainable procurement.

## Risks of Modern Slavery Practices

Approximately 70% of units sold are produced by our global factories but production of certain products and formulations is outsourced. Given our deployment of contract manufacturers, several social and labor risks may arise in the supply chain:

- **Labor Rights Violations in Manufacturing Facilities:** there is a risk that contract manufacturers based elsewhere may engage in labor rights violations, such as poor working conditions, low wages, excessive working hours, or forced labor. Lack of oversight of these facilities make it more challenging to ensure compliance with labor standards.
- **Supply Chain Transparency:** Limited visibility into the practices of contract manufacturers can make it difficult to assess and address labor risks effectively. Without transparency, it is harder to identify and remediate issues related to modern slavery, human trafficking, or other forms of exploitation.
- **Subcontractor Practices:** Contract manufacturers may subcontract certain production processes to other facilities or suppliers, introducing additional layers of complexity and potential new risks. Subcontractors may not adhere to the same labor standards or ethical principles as the primary manufacturers.
- **Transportation and Logistics:** The engagement of multiple vendors for transport, warehousing, and re-packing services increases the risk of labor abuses within these operations. Drivers, warehouse workers, and other personnel involved in the logistics chain may face exploitation, unsafe working conditions, or wage theft.

## Managing risks

Galderma established fit-for-purpose enterprise risk management (ERM) processes in its Group Risk Policy to support the achievement of its strategic goals and corporate governance responsibilities.

The purpose of the Group Risk Policy is to reflect Galderma's governance and decision-making framework in roles and responsibilities for effective risk management to identify, communicate, and manage material risks facing the organization in achieving its objectives.

Risk management at Galderma is not a cyclical process with a start and an end, but rather a concept that is embedded in the governance of high-quality decision-making processes, through which risks are managed at all levels of the organization and throughout all stages of doing business: planning, prioritization, execution and evaluation.

Galderma's Risk Policy articulates how the quality of decision-making processes give management the confidence to take risks and pursue opportunities.

- This policy recognizes that taking risk is integral to doing business and risk management is integral to good management practice and effective corporate governance.

- This policy aims to ensure decisions are made with sufficient awareness of and information about risks and opportunities, and about the organization's ability to manage these risks and opportunities.

Galderma has risk forums at both the global and regional level whose role(s) is to manage and oversee such risks related to the execution of decisions.

A comprehensive compliance monitoring program was launched in 2024, introducing a company-wide, systematic approach towards periodically evaluating risk, and continuous monitoring and tracking of related mitigating measures and controls.

Policies and standard operating procedures are regularly reviewed and updated, and training plans are developed on those risks which are considered high.

Galderma has mandated highly reputable rating agencies to perform audits on selected suppliers at regular intervals. As part of such audits, suppliers are required to submit their policies and compliance certificates, the scope being based on, among other things, the risks associated with the country/location, the industry within which a supplier operates and Galderma's own financial commitment to such supplier.

## **Measuring the effectiveness**

As part of Galderma's continuing development of its Risk Management and Compliance programs, Galderma has in place and looks to continuously enhance appropriate tools to measure the effectiveness of such programs.

These include field and transaction monitoring of activities across Galderma, conducting country risk assessments, assessing reports submitted through Galderma's Integrity Reporting Hotline (and recorded outcomes), assessing matters raised through and within Global and Regional Risk and Compliance forums, overseeing global and regional training completion rates and auditing supplier compliance with the Supplier Code.

## **Training**

Since its change in ownership late 2019<sup>2</sup>, Galderma has significantly progressed in the establishment of necessary corporate structures including a robust compliance and ethics organization and program including a compliance training framework which ensures regular training on its key Codes and Policies is provided to all employees. Further global and local training has been rolled out throughout 2024, including targeted training on Galderma's Code of Ethics and Anti-Bribery and Anti-Corruption Policy in addition to training continuously given to all new employees on Galderma's Code on Interactions with Healthcare Professionals, Code of Ethics and Anti-Bribery and Anti-Corruption Policy.

## **Integrity Reporting**

Galderma's Integrity Reporting Hotline provides employees as well as third parties with a channel to speak up and report incidents or violations (or suspected violations) of law or violations (or suspected violations) of Galderma's Code of Ethics or policies, or to share concerns if they believe that someone has done, or may be about to do something which constitutes unprofessional or unethical behavior. Reports to Galderma's Integrity Reporting Hotline can be made anonymously and are kept confidential to the extent permitted by local law. Galderma recognizes that the continued success of its business depends on the open communication of concerns, including those related to Modern Slavery, by directors, officers, employees and third parties without fear of retaliation.

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<sup>2</sup> Independent company creation following consortium acquisition in October 2019

## **Consultation**

This statement was prepared in consultation with relevant global and regional subject matter experts within Galderma including procurement, supply chain, human resources, legal & compliance, and finance, with additional specific input from key personnel in Galderma Canada Inc.

## ATTESTATION

In accordance with the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Act"), and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.


DocuSigned by:  
  
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Name: Vifican Pham

Director

Date: 30 May 2025

I have the authority to bind GALDERMA CANADA INC.

Signed by:  
  
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Jennifer Kochanov

Head of Human Resources

Date: 30 May 2025