



# Communication on Progress

2022

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# 01

## Statement from the CEO

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# Statement From The CEO

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## Statement of Continued Support From Our CEO - David Wright

HRA Pharma has always been a company with quality and excellence at the forefront of everything we do. The people at HRA and our customers are what make the business what it is today. This is our tenth year working in compliance with the United Nations Global Compact principles and it has always been a vital aspect of the ethical policies, laws and regulations that we adhere to across the business. Having these as the backbone of our company ensures a culture that enables a strong sense of ethical practice and a drive to grow and develop.

Covid has taught the company about dealing with challenges successfully and the renewed importance of always putting our people first. As we enter a new phase in hope that the pandemic is nearing an end, we know we are coming out a stronger company with the ability to take on future challenges.

In this annual Communication on our Progress we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



David Wright  
CEO of HRA Pharma



# 02

## United Nations Global Compact Report

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# 02

## United Nations Global Compact Report

Throughout each report, HRA has showcased our dedication to providing a workplace and creating a global organisation that will always adhere to human rights and never be complicit in any human rights abuses. All areas of the company are trained in these principles and place the utmost importance on referring to them in every decision made. HRA have laid out their vow to respect and promote human rights in the sphere of activity within the company's official code of ethics.

HRA Pharma's employees and all of HRA Pharma's external partners should demonstrate vigilance and personal commitment in this respect. We refuse to use child labour and reject all forms of forced and compulsory labour. Within our working environment, we treat our employees and partners with dignity and respect. We endeavour to create a working environment based on mutual respect and trust, both in relations between the company and its employees, and between the employees themselves. These principles also apply to our relationships with stakeholders.

### A business strategy underpinned by the 10 Principles of the UN Global Compact Report

Creating and implementing a long-term business strategy that outlines a business practice that can be sustained over a long period of time is based on a company's strong values, ethics and principles. This business strategy employed at HRA Pharma guarantees that our business is conducted in the manner that meets fundamental responsibilities in the areas of human rights, labour, environment and anti-corruption.

At HRA, employing each of these principles as the backbone of what we do ensures a strong culture of integrity and strategies, procedures and teams that are built on our integral values. The Ten Principles of the United Nations Global Compact are derived from the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and

the United Nations Convention Against Corruption.

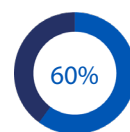
HRA has been signed up to the UN Global Compact Report since 2012 and has always asked its trading partners to comply with it ever since.

### EcoVadis rating

This year, HRA Pharma proudly secured EcoVadis silver rating, progressing from a bronze medal in 2020. EcoVadis is a rating platform assessing corporate social responsibility and sustainable procurement within companies. The silver ranking confirms HRA's strategy in categories such as the environment, labour and human rights, ethics and sustainable procurement.

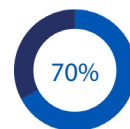
With EcoVadis being the world's most trusted provider of business sustainability ratings, the assessment is a significant validation for the many different HRA departments involved in this initiative. These areas include Supply Chain, Procurement, Legal and HR, amongst others. Within one year, HRA's overall score has improved from 50 out of 100 in 2020 to 57 out of 100 in 2021. The company's overall performance has been ranked in the 75th percentiles of companies scored by EcoVadis.

Individual departments scored as follows:



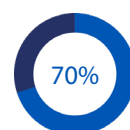
#### Environment:

From 60/100 (2020) to 60/100 (2021)  
- no variance



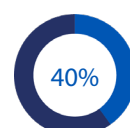
#### Labour & Human Rights:

From 50/100 in 2020 to 70/100 (2021)



#### Ethics:

From 70/100 (2020) to 70/100 (2021)  
- no variance



#### Sustainable Procurement:

From 40/100 (2020) to 40/100 (2021)  
- no variance

## The Ten Principles of the United Nations Global Compact:

Businesses should...

### HUMAN RIGHTS

- 01 Support and respect the protection of internationally proclaimed human rights.
- 02 Make sure that they are not complicit in human rights abuses.

### LABOUR

- 03 Uphold the freedom of association and the effective recognition of the right to collective bargaining.
- 04 Advocate the elimination of all forms of forced and compulsory labour.
- 05 Defend the effective abolition of child labour.
- 06 Support the elimination of discrimination in respect of employment and occupation.

### ENVIRONMENT

- 07 Support a precautionary approach to environmental challenges.
- 08 Undertake initiatives to promote greater environmental responsibility.
- 09 Encourage the development and diffusion of environmentally friendly technologies.

### ANTI-CORRUPTION

- 10 Work against corruption in all its forms, including extortion and bribery.



# 03

## The HRA Way

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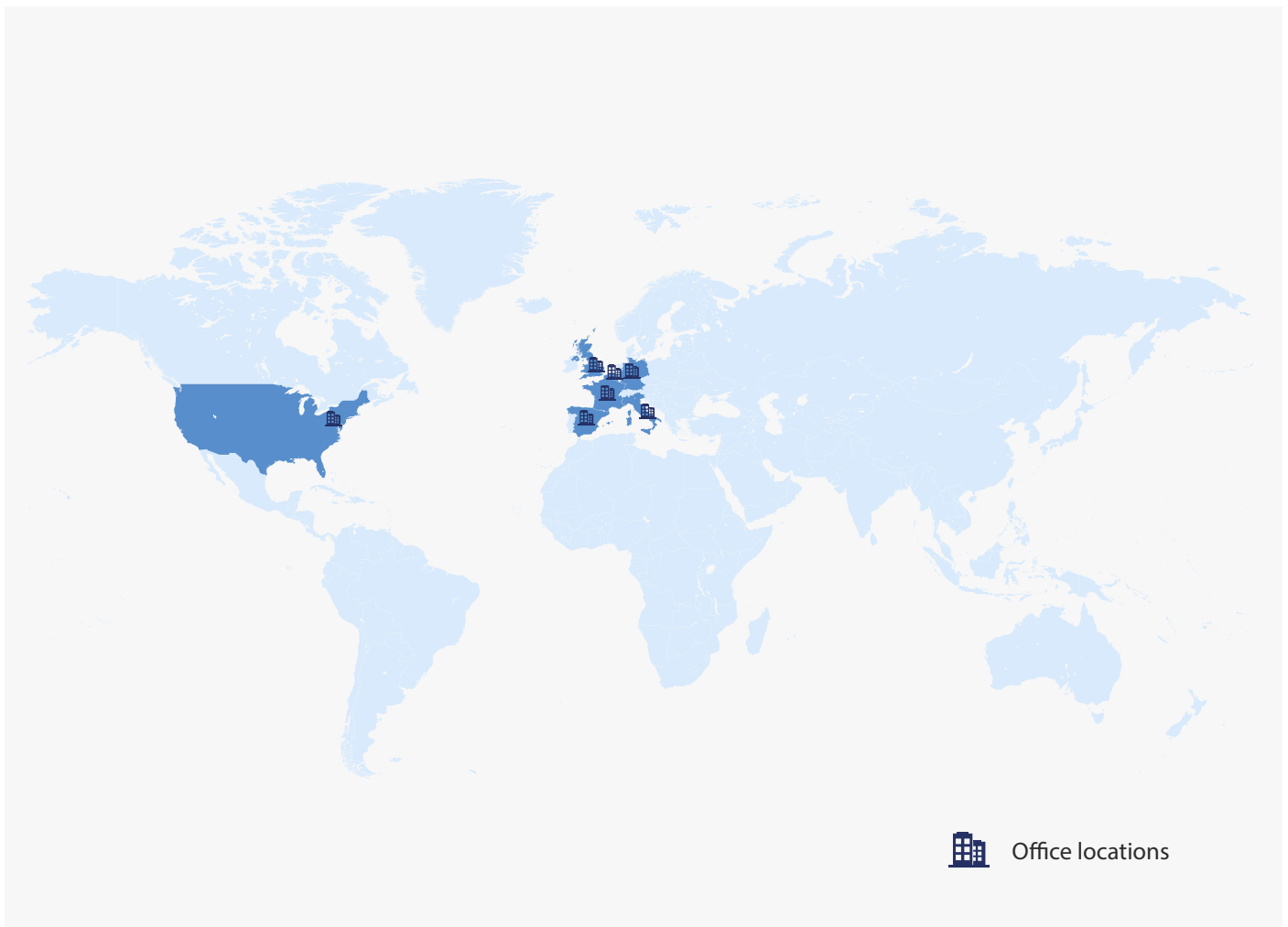
# 03

## The HRA Way

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HRA Pharma was established in 1996 and quickly became one of the fastest growing, cutting-edge consumer healthcare companies. It is focused on addressing a range of medical needs in innovative ways based on patient satisfaction and an increased quality of life. HRA Pharma is a leader in the market with awards, expansions and product launches ongoing. We are the number one provider of emergency contraception and blister care in Europe as well as scar care in the USA.

We are a global company with offices across France, the UK, Italy, Germany, US, Spain, and Belgium. Our products are available worldwide through our European subsidiaries and a strong network of distributors. Over the last number of years, HRA has extended its products' availability to over 90 countries across Europe, South Africa, North America, Asia and the Middle East.



## Changing women's lives for the better

HRA is motivated by improving the lives of people and their access to adequate health products as well as providing choice and accessibility. This is particularly the case when it comes to our focus on women's healthcare. Having launched the first levonorgestrel-based emergency contraceptive in 1999 and pioneered the creation of the OTC emergency contraceptive market in 2015, HRA is now the European leader in OTC emergency contraception with ellaOne®.

In 2021, HRA launched Hana, a progestogen-only contraceptive pill which women in the UK can now purchase without a prescription following a pharmacy consultation. The launch was one of the first of its kind for a contraceptive pill in the UK and will assist HRA's goal of making it easier for women to access safe and effective contraception. The OTC switch followed the authorisation of the reclassification of Pop desogestrel 0.075 by the Medicines and Healthcare Products Regulatory (MHRA). Hana has achieved 90% market share since the launch in Summer 2021.

Next on HRA Pharma's agenda is to launch the OTC Contraceptive pill OPILL in the US in 2023, giving millions of women in the US easier access to contraception.

## Expanding our portfolio into broader Consumer health categories

### Compeed

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HRA Pharma acquired the Compeed brand in 2017. The products are known for their comprehensive portfolio of relief treatments for corns, blisters, calluses and cold sores. The Compeed product range is available in 26 countries across the world.

### Mederma

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HRA Pharma acquired the Mederma brand in May 2019 gaining the global rights to the brand following an asset purchase agreement. The Mederma portfolio includes products within the scar care, stretch marks and skin care categories.



## The HRA Pharma way continued

### HRA Pharma Rare Diseases

HRA Pharma is a specialised affiliate business dedicated to improving the lives of patients who live with Rare Diseases such as Cushing's Syndrome (CS) and Adrenal Cortical Carcinoma (ACC).

By partnering with the rare disease community, we are committed to reducing the time for accurate diagnosis, enabling global access to treatment, and offering improved experiences and outcomes for the long-term management of rare diseases. Our purpose is to serve the forgotten rare disease communities, patients who are not being diagnosed promptly and have difficulty accessing life-saving medicines, and the rare disease specialists who are following them. Our yearly support for two major events: The International Rare Disease Day and the Cushing's Disease Day, wouldn't be possible without our collaboration with patients' associations around the globe.

In 2003 HRA Pharma Rare Diseases secured the European distribution rights to sell Lysodren in the UK to combat Adrenal Cortical Carcinoma (ACC), an ultra-rare, aggressive, and debilitating cancer, most often discovered in its later stages, when unfortunately, the prognosis is usually very poor. In 2004, the company received a European Marketing Authorisation and launched Lysodren across the EU. Subsequently, in 2018 all remaining rights were bought from Bristol-Myers Squibb, and Lysodren became a worldwide product for HRA Pharma. Lysodren is the only FDA & EMEA approved treatment for the aggressive late stage of ACC and is considered a cornerstone of care for this particular cancer.

As part of its commitment to accompany patients in their treatment and to ensure the correct use of Lysodren, HRA Pharma developed Lysosafe, a free service in Europe to measure mitotania in the blood, a crucial tool for patients' monitoring and safety. HRA Pharma Rare Diseases is proud to ensure that all patients who need this important treatment will continue to access it.

After the successful introduction of ACC treatment for

European patients, HRA Pharma has continued its dedication to rare endocrine disease patients and launched two additional products - Metopirone and Ketoconazole HRA in 2011, and 2014 respectively.

Both are used to treat another rare endocrine disorder; endogenous Cushing's Syndrome – a debilitating and potentially life-threatening rare disease, associated with significant morbidities and 3-to-5-fold increased risk of mortality. Registrations of both products came about by the direct request from endocrinologists to HRA Pharma to make these vital products available to their patients.

HRA Pharma is the leader in the market in the treatment of Cushing's Syndrome, and today continues its commitment to supporting Cushing's patients all over the world by providing educational activities to HCPs and supporting patients' organisations. In addition, HRA Pharma Rare Diseases continues to cooperate with academic institutions to further invest and support different research and development projects. In 2021 HRA Pharma Rare Diseases backed the launch of the "Cushing's Hub": a platform dedicated to improving the diagnosis of Cushing's syndrome by collating all information and news on the illness in a database accessible to all medical professionals.

Our goal is to ensure no patient is left with inadequate care and treatment and to continue our research to make rare diseases even rarer.



# 04

## Integrating the UN Principles into Everyday Culture at HRA Pharma

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# 04

## Integrating the UN Principles into Everyday Culture at HRA Pharma

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### Our employees

HRA Pharma pays attention to the development of its employees' skills and responsibilities, and to their working conditions. HRA Pharma's employees should always pay attention, both individually and collectively, to the quality of human relationships within work teams. We believe that a healthy working environment is inextricably linked to the well-being of employees. As such we incorporate measures into our organisational management aimed at preventing psychosocial risks including all forms of harassment. Similarly, we do not tolerate any form of discrimination in employment and in working relationships concerning gender, race, religion, origin, age, political views, sexual orientation, physical appearance, health or disability.

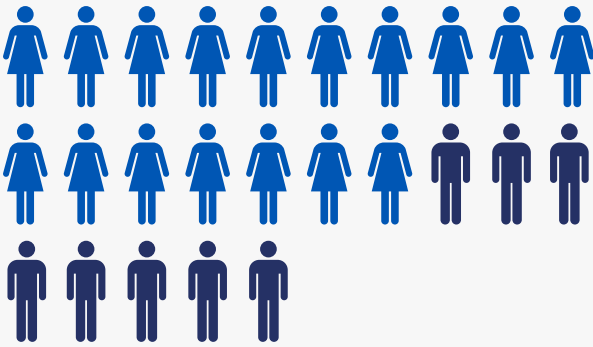
Our people and their development is important at HRA, a principle instilled in the company from the top down. With a strong people development philosophy, we are always working with employees and pushing them to get involved, be creative and try new things. It is important for us to have key players on each team who endeavour to bring momentum and spread enthusiasm throughout the company, communicate with people and keep all the hubs across the business connected.

Employing in an equal and fair way as well as training and a dedicated HR department are all aspects that add to the people centred culture at HRA. HRA Pharma's comprehensive HR department plays a key role within the company, across many different areas. The team ensures our people are well informed, are suited to their role, are supported through well-being initiatives, and are developed throughout their time at HRA. They also ensure all employees are well compensated for their hard work.

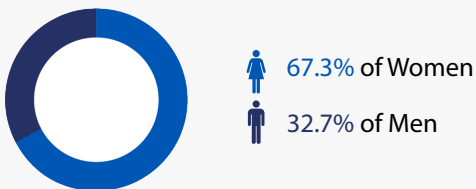


## Employee breakdown

As of December 2021:



Total Employees	254
No. of Women	171
No. of Men	83



## Diversity and Inclusion

HRA Pharma maintains its commitment to diversity and inclusion throughout all levels of the business. Women hold key roles in all departments, including: marketing, regulatory, pharmacovigilance, medical, quality, research, supply chain, legal and compliance, accounting and finance, and human resources.

To help parents with young children pursue their career goals, HRA Pharma partners with a network of nurseries in France and finances several cribs throughout the year. HRA Pharma also supports parents by financing CESU tickets which provide daycare for children under the age of three.

Our goal is to create an environment in which all employees feel welcomed, regardless of their background. One way we help promote an inclusive workplace is through our Disability policy. We encourage our employees to think about disabilities differently and to promote the employment of people with disabilities.

HRA participated in France’s national Duoday on the 18th of November 2021 as a contribution to the European Week for the Employment of Disabled People. In the lead up to International Day of Persons with Disabilities, we worked to raise awareness and improve people’s understanding of what it means to live with a disability.

At HRA’s HQ in Paris we asked for volunteers to form a duo for a day with a young intern who lives with a disability to give them an insight into the roles at HRA Pharma. Nine volunteers from different departments offered to share their professional expertise and we were able to take on three interns for four tutors as part of a hybrid model, with two of the young people participating virtually and one participant coming into the office for an in-person experience.

Participation in the day gave HRA employees the chance to reflect on notions of resilience and raised an important message regarding the importance of diversity and inclusion in the workplace.

\*As of December 2021 HRA has 254 employees across the world. Of these 171 are women (67.3%) and 83 are men (32.7%) from a range of different backgrounds and ethnicities

## Inspire Foundation

In 2021, HRA Pharma chose to financially support the Inspire foundation and its mission for inclusion as part of our annual corporate social responsibility strategy. HRA employees got involved with the Foundation by building two much needed multi-sensory areas for Inspire clients.

The two multi-sensory areas will complement the programmes run by the facilities and further support the development of skills, through a variety of fun and engaging activities, for those who use the Inspire Foundation's services. The construction project was also funded by HRA Pharma.

The Inspire Foundation has over 40 years of experience in the educational, therapeutic, social and recreational needs of persons with disabilities and specialises in aiding those on the autism spectrum, having profound multiple learning difficulties and those with challenging behaviour.

## Covid-19

At HRA Pharma, we are eager to follow the relevant laws when it comes to protecting the health, hygiene, and safety of our staff. All staff are made aware of what to expect and have the support of their line manager in this area. They are encouraged to report to their line manager and/or to the human resources department as quickly as possible any issues that may compromise the safety and sustainability of the working environment at HRA Pharma.

In 2021, the management of Covid-19 continued to be a key priority for all at HRA. The measures put in place in 2020 were a key element in ensuring that all employees at HRA Pharma were kept safe and well and all government advice was adhered to across our network.

At HRA, the facilities are regularly cleaned, and all safety measures are adhered to, this includes mask wearing, mandatory distance between employees, free hand sanitizer and masks are also provided for employees.

Communication has been an important aspect of the Covid-19 effort at HRA; we believe keeping in contact with employees on a constant basis is important to ensure they feel supported, protected and reassured. We regularly communicate with employees whenever there is a change of government policy & adapt to ensure the safety of our employees.

In response to the changing face of work, we put in place a "hybrid working model" in November of 2021. Employees

can now indicate how many days they wish to work from home, subject to the approval of their managers.

## Teleworking charter

At HRA Pharma, we are passionate about the promotion of an equal work/life balance for employees. In 2021 we put in place a teleworking charter to make sure employees were not over-working outside of the office. The charter also stipulates that all employees should be adequately equipped when working remotely, and that the company will help finance any necessary equipment.

## Right to disconnect charter

Each manager at HRA plays a key role in supporting the right to disconnect and the proper use of digital tools. Managers are responsible for creating a work environment conducive to the respect of this charter and comply with it to ensure that their employees are not in a situation of hyper-connection.

In this charter, we encourage employees to:

- Limit sending emails and avoid soliciting employees/ teams outside the working hours observed within the company or the working periods of their collaborators
- Refrain from sending emails requiring immediate action or solicit in any means possible employees/teams during holidays or sick leave, unless it is an emergency and only because of a compelling necessity
- Consider the best communication channel (face to face exchange, telephone, email, internal messaging...) in a case of emergency



# 05

## Meeting Our Ethical Responsibility

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# 05

## Meeting Our Ethical Responsibility

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### Code of ethics

At HRA integrity is the foundation of the longevity and success of our work. That is why our dedication to healthcare is consistent with one of the most stringent ethics policies, a policy that is mindful and respectful of the needs of individuals, society and the environment.

The HRA Code of Ethics, which is applicable to all the entities of the HRA Pharma Group, establishes the commitments we make as a responsible corporate citizen to stakeholders in order to conduct business ethically.

HRA is committed to ensuring all codes of ethics are adhered to at all levels across HRA Pharma. We have a programme that is rolled out in the business in all markets that makes sure people are aware of our codes of ethics and how they should be practised.

This programme includes:

- Provide documentation concerning ethics
- Implement an organisational structure dedicated to company ethics
- Training
- Sanctions
- Evaluation of effectiveness
- Company reporting procedures

HRA Pharma undertakes to conduct all its activities, in France and across the network, with integrity, transparency and in strict compliance with national and international policies in the fight against corruption, applicable in the countries where HRA Pharma operates. This year, HRA added a number of tools to assist with training in complying with our code of ethics.

### Due diligence progress

HRA Pharma has implemented a process for due diligence, when selecting, concluding contracts and/or managing relationships with certain third parties to ensure that the latter conduct their activities ethically and comply with this policy.

This due diligence is undertaken when HRA Pharma is seeking to sign a contract with either a third party acting in the context of a long-term relationship, in connection with a potentially significant transaction or with the aim of winning a contract or influencing a public decision, or with a third party operating in a high-risk country.

Carrying out this due diligence is usually entrusted to the department responsible for the transaction, which must ensure that the contract is only negotiated and signed when the due diligence process is completed. If necessary, it can be assisted by the legal department. The results are sent to the Ethics Adviser, who must give prior written authorisation for any contract or transaction.

The due diligence policy includes the gathering of information directly from the third party, the carrying out of preliminary checks, prior authorisation from the Ethics Adviser, the monitoring of warning signs prior to and during the course of the business relationship, the formalisation of the relationship with the third party and a commitment to fighting corruption.

This year, the Due Diligence process was made easier for the employees of HRA to complete. The process became digitised, reducing the workload for people, centralising all the data in one digital location and creating a more secure platform to hold this information.

## Integrity, Loyalty and Transparency

Transparency at HRA is the basis for trust between our company and all our stakeholders, customers, partners, and employees. The transparency of our activities is guaranteed at every level of our organisation including HRA Pharma's products and in our relationships with doctors, healthcare institutions, patients, consumers, and public authorities. In that respect, HRA Pharma discloses transfers of value to healthcare professionals and organization in compliance with local regulations and/or the industry code of conduct (when applicable). We also strive to provide transparent and truthful information to all stakeholders and to faithfully represent the activities in our accounts.

In 2021 a tool was added to train employees on the topic of "transparency" and outline guidelines including:

- Assessing the risk of corruption when doing business
- Mentioning "anti-corruption" and/or "ethical behaviour" in contracts with business partners
- Ensuring that internal procedures support the company's anti-corruption commitment

## Competition

We comply with the rules of free competition and maintain fair and honest relations with our competitors, customers and suppliers in strict adherence to our contractual undertakings and the applicable laws and regulations. Our employees should refrain from any practices that would infringe competition law such as anti-competitive agreements or abuse of a dominant position in the market. To this end, we expect all our employees to strictly comply with HRA Pharma's competition law compliance policy, which is an integral part of our ethics and compliance measures, and undertake training on the implementation of that policy.

In 2021, we added a Competition programme to our list of e-learning for HRA employees to complete. It is the first time this resource is available to employees who can now access the information and train in this area.

## Compliance Training Programme

To combat corruption within the business, we have created a comprehensive training programme for all employees to take part in. This programme includes training in risky interactions which is conducted with all HRA Pharma employees. In addition, all employees are trained in French anti-gift law supported by the compliance team and the relevant training programme for this area.

In 2021, we introduced a number of training programmes for employees including a brand-new e-learning that covers anticompetition law and this has been completed by 90% of our employees. We also introduced a new compliance induction programme for newcomers to the company which includes a thorough review of compliance policies, e-learning and a session with the compliance officer.

We also renewed the previous compliance training from last year with improved scores across the board

- GDPR: [95%](#)
- Cybersecurity: [96%](#)
- Ethics in the workplace: [97%](#)
- Anti Bribery: [88%](#)
- Trade Compliance: [74%](#)



## Right to Privacy

The right to privacy is part of the 1950 European Convention on Human Rights, HRA honours this by employing GDPR within our organisation. We ensure respect for the privacy of all employees and pay particular attention to the protection of personal data. Personal data may only be collected, stored, processed, and shared under the conditions set by the laws and regulations in effect in the country, and only for specified and legitimate purposes. In all activities, we ensure to protect the confidentiality and security of personal data concerning employees, customers, and commercial partners as well as data gathered during clinical trials. This year, HRA has been utilising the GDPR laws and adapting our current guidelines to the current HRA environment. This is particularly relevant in the context of the potential acquisition of HRA Pharma by Perrigo.

This year HRA rolled out an application that digitises internal tasks to document GDPR requirements. It is a main achievement as it allows both to oversee HRA's compliance with the GDPR and to measure improvements.

## Fostering social dialogue with representatives

We respect the right of our employees to freely join, create and organise themselves in groups and trade unions, and to be represented by the institutions of their choice when conducting collective bargaining.

HRA Pharma has three Works Councils (Economic and Social Committee) for each of the company's respective French entities: Laboratoire HRA Pharma, HRA Pharma France and HRA Pharma Rare Diseases, in addition to a Central Works Council that links them all together. Each month a meeting is arranged with each of the Works Councils, in addition to a minimum of two annual meetings with the central Works Council. In certain circumstances, HRA Pharma also organises special meetings, such as that which occurred in 2021, to discuss plan and strategy regarding the potential acquisition of HRA Pharma by Perrigo. In addition, Covid-19 also required a number of informal meetings to provide as much feedback and information as possible on the decisions required across HRA Pharma regarding the protection of employees and the appropriate working circumstances.



### Maintaining equitable solutions and complying with the labour law

HRA Pharma ensures recruitments take place without bias by providing guidance on iDevelop to managers in the process of recruiting new employees. Any HRA team member interviewing prospective employees must follow interview guidelines with special regard to the rules relating to discrimination in employment. This guide stresses that no questions must be asked that are not directly relevant to the position to be filled.

There are over 21 criteria in the anti-discrimination legislation which means that discrimination based on any of these items is prohibited and punishable by law. HRA Pharma adheres to all criteria. These cover discrimination for reasons of age, physical appearance, gender, disability, ethnic origin, nationality, religion, health, pregnancy and family status, trade union activities, political opinions, personal lifestyle, sexual orientation and activities, name, place of residence, etc.

In accordance with French labour laws all employees are protected from workplace harassment, including physical, verbal or psychological harassment, abuse or threats. This is inscribed in our "internal regulations" document which employees are made aware of from the 1st day they join the company. We also have an elected official on our Works Council who is in charge of reporting all workplace harassment issues to HR whenever they become aware of them.

HRA Pharma ensures minimum wage standards are complied with in accordance to the provisions of the Labour Code. A guarantor is in place to make sure requirements, are met, so employees enjoy their full statutory entitlement.

### Health and Interest of Patients and Consumers

As a key player in healthcare, our core focus is the improvement of patients' outcomes and of consumers' well-being, as well as the development of innovative solutions to meet their needs worldwide in compliance with the applicable regulations. Patient and consumer safety is our overriding objective. We therefore strive to apply the strictest hygiene and quality controls at each stage of the research, development, manufacturing, and marketing of our products.

We also do our utmost to maintain and foster dialogue with our patients and consumers. In that respect, we aim to provide patients and consumers with clear and precise information, and to comply with the applicable legislation on access to medical records. We strive to scrupulously comply with informed patient consent procedures. All clinical research is carried out only after obtaining the opinion of an ethics committee and in accordance with the applicable laws and regulations in force, and with the established procedures and operating methods.

We also respect the confidentiality of medical information and of personal genetic data in accordance with the laws in force, and we are opposed to the use of that data for purposes other than medical purposes.



## Commitment to producing products of excellence

As a part of HRA Pharma's product stewardship we continually assess the safety profile of our products. In particular in 2021 the Post-Marketing Surveillance of our Compeed range of products was increased to be in line with the new Medical Device Regulation (MDR) in the EU. This regulation puts an increased burden on manufacturers. Although HRA Pharma was already at a very high level of compliance, even before the legislation, we have now strengthened our processes further.

In addition, the MDR requires that Risk Analyses on Medical Devices be reassessed. We have thus actively reassessed the inherent risks in the use and manufacture of our Compeed products. New risks have been identified and others better quantified. Subsequently, actions were put in place aimed at minimising these risks.

For many of our Compeed products we have also conducted so-called "Usability Studies". Therein, we assess with consumers their ability to read and understand the instructions for use we provide with our Compeed products. The learnings gained allow us to improve these or to develop other educational aids which allow the consumer to have a better and more effective use of our products.

During 2021 HRA took the formal decision to cease marketing the product Esmya. This was owing to what we viewed, in the countries in which we marketed the product, to be an unacceptable risk/benefit assessment. This example clearly demonstrates HRA's commitment to put the interests of our patients and consumers -and especially their safety - ahead of any commercial interest.

Product quality is an important objective at HRA. We work on a daily basis to ensure all ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products involved with our production are eliminated.

For example, this year we conducted an extensive analysis of all components of our Mederma product range. This has led to an improved understanding of which ingredients are considered to be potentially undesirable either now, or in the foreseeable future, in any country in which Mederma is or is planned to be marketed. With this solid basis in hand, the next step will be to decide on activities to reduce or remove these components.



# 06

## HRA's Commitment to Sustainability

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# 06

## HRA's Commitment to Sustainability

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### Environment

Conducting business in a sustainable way is a vital part of HRA's commitment to the environment. At HRA, we have set a level of environmental compliance requirements to which all CMOs, carriers, and other partners must respond to.

In 2021, HRA developed an environmental roadmap of 30 future initiatives to be run by a cross functional project team. The cross functional project involved external expert support to define an HRA environmental vision and roadmap. The roadmap was developed following 3 workshops on Climate, Products & Packaging and Governance. 20+ HRA key participants were involved and estimated the efforts required (full time equivalents (FTEs), OPEX, CAPEX) and developed a timeline and responsibilities among HRA functions.

### Reducing our global footprint

The Supply chain department has put special effort into exploiting the use of double stacking for shipments of products. This will work to reduce CO2 emissions and save shipment costs. The majority of our product portfolio at HRA can now be double stacked which will help achieve our sustainability goals in the future

### In 2021 at HRA:

- We worked on the new double stacking method for our Compeed Cold Sore products. The first double stacked shipments took place in February 2022
- We worked on the introduction of road-train shipment with Cenexi (contract development and manufacturing organisation (CDMO))
- Merz, one of our partners, also introduced double stacking (the first shipment took place in December 2021).
- We introduced a whole new range of blister plaster products with a plastic-free secondary packaging made of carton
- We introduced a monthly tracking of stock ageing to minimize write-offs of products which cannot be sold anymore due to too short a remaining shelf life
- We conducted an extensive analysis of all components of the Mederma product range. Specifically, for the Mederma SPF product, HRA are actively reformulating the product in order to remove the sun screen filter oxybenzone as this has been associated with possible impacts on coral biospheres
- We started a project to implement the AGEC law for our French business, which focusses on extending the lifetime of products



# 07

## Conclusion

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# 07

## Conclusion

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This report has showcased and explained in detail the ways in which HRA integrates the UN principles into our everyday company culture and operations. This is the 10th year of HRA's commitment to the principles and this report has shown the further commitments and the actions we have taken in 2021 in relation to the environment, sustainability, human rights and anti-corruption.

This year, we have made a number of steps forward within these areas, from securing the Silver EcoVadis rating to significant work conducted in the areas of both women's health and rare diseases that promise to improve the accessibility of contraception for women and the treatment and diagnosis of sufferers of rare diseases.

Throughout this document we have also presented HRA's code of ethics which governs the way in which all operations in the company are conducted as well as our efforts in the areas of diversity and inclusion, with our celebration of Duoday and our work with the Inspire Foundation.





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