

# LEO CSR Strategy

LEO Pharma has a business driven CSR-approach. Our CSR strategy is built on 4 strategic CSR Pillars: Environment & Safety, People & Health, Compliance & Ethics and Partnerships & Collaboration.

## ENVIRONMENT & SAFETY

LEO Pharma aims to protect the environment, prevent pollution and promote efficient energy use.

We aim to minimise our environmental impact through programmes focusing on continuous improvements.

Furthermore, we aim to offer a safe working environment in accordance with international standards.

## COMPLIANCE & ETHICS

LEO Pharma aims to be a responsible corporate citizen wherever the Group operates. Our reputation and the trust of our stakeholders are among our most valuable assets.

As a pharmaceutical company with high ethical standards, we take responsibility for our actions, and we recognise that we are accountable not only for what we do, but also for how we do

## PATIENTS

LEO puts the patient at the center of everything we do.



## PEOPLE & HEALTH

In LEO Pharma, the LEO people form the basis for the success of our company.

Therefore LEO Pharma supports the continuous development of the LEO people.

Also, LEO Pharma aims to offer a healthy working environment, and supports and respects the protection of internationally adopted human rights, including the fundamental workers' rights espoused by the International Labour Organisation.

## PARTNERSHIPS & COLLABORATION

LEO Pharma strives to gain a better disease insight to use in the further development of medical products and solutions for the benefit of patients and society.

We acknowledge the importance of partnerships and collaboration in our everyday operations and we expect that third parties working with or on behalf of LEO Pharma comply with LEO Code of Conduct as well as applicable laws and regulations and uphold high quality and ethical standards.