

— we help people
achieve healthy skin



Corporate Social Responsibility (CSR)

LEO Group Policy

Extract from eQuality LEO, GP_000058, version 2.0.

Please note that the applicable version is to be found in eQuality LEO, as GP_000058.

LEO[®]



LEO Group Policy

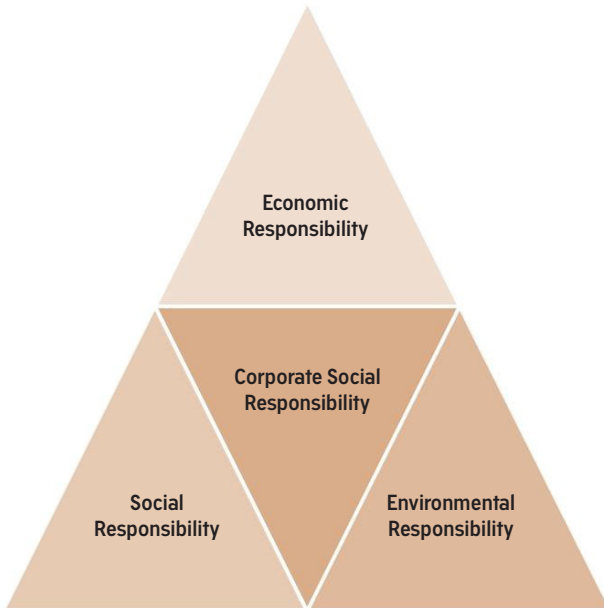
LEO Pharma aims to be a responsible corporate citizen wherever we operate.

Our values, LEO Code of Conduct and supporting guidelines set the tone.

The aim of our activities is to offer pharmaceutical products and solutions for the benefit of both patients and society. LEO Pharma complies with applicable laws, regulations and international

requirements as well as the United Nations Global Compact principles for human rights, labour rights, the environment and anti-corruption in line with our LEO value of Integrity.

We have a business driven CSR-approach and we acknowledge our Economic, Social and Environmental Responsibility when providing therapies for the benefit of patients and society.



Economic Responsibility

LEO Pharma's primary economic contribution to society is the result of our innovation, investments and production, taking due account of sustainable social, environmental and economic development. This includes profits generated and taxes and duties paid. In this way, we make a positive contribution to sustainable economic growth in the countries in which we operate.

Social Responsibility

LEO Pharma aims to offer a healthy and safe working environment and supports and respects the protection of internationally adopted human rights, including the fundamental worker's rights espoused by the International Labour Organisation. We strive actively to improve occupational health and safety in accordance with international standards.

Environmental Responsibility

LEO Pharma aims to protect the environment and climate and to prevent pollution as well as to promote efficient use of energy and water. In general, we aim to minimise our environmental impact through programmes focusing on continuous improvement as set out in specific environmental and energy guidelines.

This Group Policy describes the overall principles in LEO concerning CSR and is supported by a CSR Strategy with defined initiatives and Key Performance Indicators (KPIs).

Third parties working on behalf of LEO must follow the same principles as outlined in this Group Policy.

This Group Policy is applicable to all LEO employees.

LEO Pharma A/S
Industriparken 55
DK — 2750 Ballerup

Phone +45 4494 5888
Fax +45 7226 3321
www.leo-pharma.com

LEO and the LEO Lion Design are registered trademarks of LEO Group.
©2014 LEO Pharma A/S. For internal use only.
All rights reserved. Version 2.0 — 03/2014

