

**HUMAN RIGHTS AND WORKING CONDITIONS STATEMENT  
OF ZDRAVLJE AD LESKOVAC**

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## 1. Commitment

In accordance with the UN Guiding Principles on Business and Human Rights ZDRAVLJE recognizes and commits to respect all human rights which may be affected directly or indirectly by its operations and sphere of influence.

ZDRAVLJE is committed to conducting business in an ethical and responsible manner. This includes respecting internationally recognized human rights throughout its operations.

This Statement is based on recognized international standards and norms, such as the International Bill of Human Rights, consisting of the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR); and the International Labour Organization's (ILO) Core Labour Rights Conventions.

ZDRAVLJE also commits to comply with the national laws at a first place human rights granted by Constitution of Serbia.

In addition, the human rights principles which ZDRAVLJE commits to are listed in its key internal document – Code of Conduct, which is available at company's website: <https://zdravlje.co.rs/compliance/>

Through this Statement ZDRAVLJE commits to take all necessary steps to prevent any form of human rights violation in its organization and along its supply chain and to conduct its business in a manner that respects the rights and dignity of all people.

In this regard by this Statement ZDRAVLJE commits to respect all human rights prescribed by mentioned international documents and local law. In addition, ZDRAVLJE believes that its employees are essential part of its business, therefore in a in sphere of working conditions, ZDRAVLJE will do its best to go beyond minimum requirements prescribed by mentioned legal document.

## 2. Scope

This Statement applies to all segments of ZDRAVLJE's operations, its related entities and employees, as well as business partners, such as external consultants, partners, agents, suppliers, vendors, or other entities acting on its behalf.

## 3. Our impact

In line with the UN Guiding Principles on Business and Human Rights, ZADRVLJE's human rights Statement focuses on addressing risks that could have the most severe impact on people: patients, employees, the employees of its business partners, and the communities in which it operates. ZDRAVLJE's responsibility to respect human rights extends throughout its operations, from manufacturing site to patient and local community.

#### 4. General rights

In accordance with the essence of its business operations ZDRAVLJE identified a need to protect the following human rights:

- 1) Right to Health,
- 2) Employment rights,
- 3) Right to Healthy Environment and
- 4) General Human Rights.

##### Right to Health

In relation to the Right to Health ZDRAVLJE focus on protection of the following rights:

- a) Access and Affordability: Making products as accessible as possible around the world while maintaining the sustainability of its business;
- b) Intellectual Property Protection: ZDRAVLJE believes that Intellectual Property rights encourages investment in medical innovation;
- c) Clinical Trials: ZDRAVLJE conducts and monitors clinical trials in accordance with international human rights standards designed to protect patient rights and safety. It is of great importance that a patient obtains relevant information to freely decide whether to participate in an experimental trial. The patient has also the right to withdraw this consent at any point;
- d) Product Quality and Falsified Medicines: ZDRAVLJE commits to producing the highest quality medicine in strict compliance with Good Manufacturing Practice, as certified by regulatory bodies;
- e) Disease Awareness and Health Literacy: ZDRAVLJE dedicates significant resources to disease awareness and prevention campaigns; and
- f) ZDRAVLJE dedicated to respect general rights such as prior informed consent and general patient rights, including the protection of dignity, access to information, or protection of privacy.

##### Employment rights

In relation to the Right to Health ZDRAVLJE focus on protection of the following rights:

- a) Safety and non-harassment for all employees;
- b) Non-discrimination;
- c) Decent work conditions and equal opportunities;
- d) Freedom of association and collective bargaining;
- e) Social dialogue through recognized employee representatives (Unions);

- f) Labor conditions and equal opportunities;
- g) A living wage, including the right to participate in profit disbursement through monetary or non-monetary payments, such as participation in a form of acquiring company shares, which ZDRAVLJE strives to include in some way by 2028;
- h) Right to a Safe Workplace;
- i) Freedom from Slavery and Forced Labor;
- j) Occupational Health and Safety;
- k) Work-life balance and flexible organization of work;
- l) Prohibition of Child Labor.

ZDRAVLJE works to promote diversity, equity and inclusion in the workplace and provide a safe and rewarding work environment for its employees. ZDRAVLJE promotes respect for these rights in its business partners.

The main goals are to achieve awareness of work environment issues by sharing knowledge among its employees, productive and rewarding workplace for employees, absence of number of work-related injuries, or at least their reduction and healthy work environment.

All employment issues are covered by Collective Bargaining Agreement, but in everyday operations ZDRAVLJE aims to achieve higher employment standards in accordance with its ability in relation to the subject issue.

#### Right to Healthy Environment

ZDRAVLJE is committed to maintaining compliance with laws related to the protection of the environment, health, and safety. ZDRAVLJE will try to do all its best to implement its own standards and public corporate goals to further reduce environmental impact and mitigate climate change across supply chain.

In this regard ZDRAVLJE will pay special attention to potential pollutants and conduct its business in the most eco-friendly manner.

#### General Human Rights

ZDRAVLJE focus on protection of the Right to Privacy of all persons who are included formally or informally in its operations.

### **5. Human Rights Due Diligence Process**

ZDRAVLJE regularly carries out human rights risk assessments across the business. Due diligence is a key area of our human rights protection and is conducted to address and communicate the risks of involvement with adverse human rights impacts. In this regard, ZDRAVLJE's risk and impact assessments help it to identify policies that are relevant to human rights. After that, ZDRAVLJE reviews and integrates human rights approaches into the management systems governing relevant parts of our business.

Potential employment-related human rights issues affecting ZDRAVLJE's employees are monitored and managed by the Human Resources department.

Potential human rights issues affecting all other stakeholders, including the local community, are monitored and managed by Legal and Compliance department.

Regarding the rights of participants in research activities sponsored by ZDRAVLJE contracted research organizations and third parties supporting clinical trials sponsored by ZDRAVLJE are contractually bound to follow strict standards.

ZDRAVLJE seeks to empower internal stakeholders through formal and informal training and education on human rights.

ZDRAVLJE's business partners are expected to meet generally accepted human rights and labor standards and to comply with the provisions outlined in ZDRAVLJE's Code of Conduct, which is part of any new contract with supply chain partners. In that respect engagement with business partners who no longer meet company's values and standards, may be subject to termination. ZDRAVLJE's expectations for human rights, labor rights, health and safety, environmental standards, and anti-bribery and corruption are addressed at the earliest stages of the third-party selection process.

## 6. Grievance mechanism

The Legal and Compliance department serves as a key contact for employees, business partners and other stakeholders on matters relating to ZDRAVLJE's Code of Conduct and this Statement. All employees, suppliers and business partners are encouraged to follow and respect this Statement.

Any human rights violations and misconduct can be reported by employees as well as people outside ZDRAVLJE to the following e-mail address: [compliance@zdravlje.co.rs](mailto:compliance@zdravlje.co.rs).

All reports are handled promptly and confidentially and ZDRAVLJE takes appropriate remedial measures whenever is confronted with a violation of human rights occurring within its business activities.

ZDRAVLJE ensures that all reported complaints are handled in a confidential manner and keep complainants informed during the entire process of the status of the complaint raised.

## 7. Implementation and Governance

This Statement applies to all ZDRAVLJE's operations, inside and outside of the company and is approved and accepted by its Management, which is confirmed by CEO's signature on the Statement.

This Statement is further supported by representative employee's Union "Nezavisnost" (Eng. "Independence").

All ZDRAVLJE's employees, suppliers and business partners are encouraged to follow and respect this Statement.

This Statement is rendered by CEO in May 2024 and approved by its representative Union "Nezavisnost".

On behalf of **Zdravlje AD Leskovac**

  
  
Kiren Lee Naidoo, the CEO

On behalf of representative employee's Union  
**"Nezavisnost"**

  
  
Nikola Stojić, the President

Note: This statement is published and accessible in Zdravlje's public intranet folder.