



# HUMAN RIGHTS POLICY

*Empowering healthier living*

Version 1.0

3 June 2025



## INFORMATION SHEET

Target Group	This Human Right Policy aims to ensure that CCH respects and upholds the human rights of anyone who interacts with or is impacted by the organization.
Policy Owner	Group ESG Director
Contact Person	Head of Legal / Group ESG Director
Approved by	ExCo of Cooper Consumer Health
Approval Date	3 June 2025
Entry into force from	3 June 2025
Review Cycle	30 June 2026, after which this policy will be reviewed on an annual basis by the policy owner
Version	1.0
Document type	Group Policy

### Version management

In case of a material change in this Code the version numbering is adjusted from (for instance) 1.0 to 2.0. In case of a non-material change the version numbering is adjusted from (for instance) 1.1 to 1.2.

The materiality will be approved by the ExCo of CCH.

Version	Amended by	Summary amendments	Approval date
1.0	-	-	-



## 1. Objective and scope

At Cooper Consumer Health (hereinafter jointly or individually referred to as “CCH” or “we”), we are committed to upholding and promoting human rights across our operations, supply chains, and business relationships. Our policy aligns with internationally recognized human rights standards, including the **Universal Declaration of Human Rights (UDHR)**, the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**, and the **International Labour Organization (ILO) Core Conventions**. We recognize our responsibility to respect and support human rights in all areas of our business.

## 2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of CCH. We expect our stakeholders to uphold the principles set forth in this policy to ensure ethical and responsible business practices worldwide.

## 3. Key Commitments

### 3.1 Fair Labour Practices

- We prohibit all forms of **forced labour, child labour, human trafficking, and modern slavery** within our operations and supply chains.
- We ensure that all work is conducted on a **voluntary basis**, with fair wages and reasonable working hours, in compliance with local and international labour laws.
- We support **freedom of association** and the right to collective bargaining, ensuring that employees can freely express concerns and negotiate working conditions.

### 3.2 Workplace Safety and Well-Being

- We are committed to providing a **safe and healthy working environment** that complies with all relevant occupational health and safety standards.
- We promote diversity, equity, and inclusion, and a workplace is **free from discrimination, harassment, and any form of abuse**.
- We uphold the right to privacy and data protection for all employees and stakeholders.

### 3.3 Responsible Value Chain Management

- Suppliers must comply with our **Third Party Code of Conduct**, which includes clear guidelines on fair labour, environmental sustainability, and business ethics.
- We work closely with our suppliers and partners to ensure that they **adhere to our human rights standards**.
- We conduct our business with integrity and transparency, and comply with all applicable laws and regulations.



### 3.4 Community and Stakeholder Engagement

- We ensure that our business activities positively contribute to social and economic development of **local communities**.
- We strive to ensure our products are safe, effective, and accessible.
- We respect the rights of **vulnerable populations**, ensuring that our operations do not negatively impact their livelihoods or cultural heritage.

### 4. Implementation and Due Diligence

We integrate human rights considerations in our company through:

- Human Rights Impact Assessments (HRIA)
- Risk-based assessments of our suppliers
- Raising awareness with employees and suppliers

### 5. Governance and Accountability

- Oversight of this policy is the responsibility of our leadership.
- Implementation is supported by relevant departments including Legal, HR, Procurement, ESG, and Quality.

### 5. Reporting and Compliance

All employees and business partners must adhere to this policy. Violations will be subject to appropriate disciplinary measures, including termination of contracts or legal action where necessary. Employees are encouraged to report any suspected violations. Reporting can be done through locally available channels.

### 6. Continuous Improvement

CCH is committed to continuously improving our human rights practices. We will regularly review and update this policy to reflect evolving global standards and stakeholder expectations.

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