

INTERNAL ALERT SYSTEM

- Any Pierre Fabre Group employee and any external and temporary employee who is aware of a situation or an act likely to violate the principles and rules of conduct set out in the Code of Ethics may freely report this suspected violation to the Group Director of Ethics:
 - By phone: + 33 (0)5 63 71 44 46
 - By email: compliance.pf@pierre-fabre.com

This system is also available to any Group employee who needs help and advice regarding the content of the Code of Ethics and its implementation procedures.

- *Employees are requested not to act anonymously in order to prevent any misuse of the alert system and to protect the author of the alert.*
- *The whistleblower shall directly send the Director of Ethics all the facts, information and documents he/she has to support his/her report, regardless of their form and medium, in order to allow an exchange with the Director of Ethics.*
- *Via the aforementioned mailbox, the Director of Ethics shall acknowledge receipt of the information sent, within a period not exceeding seventy-two (72) hours and shall inform the whistleblower that an examination of the admissibility of the report shall be conducted within a maximum period of fifteen (15) calendar days.*
- *Following the examination of the admissibility of the alert, the Director of Ethics shall notify the whistleblower of the follow-up given to the report via the aforementioned mailbox.*
- *The reports shall be treated confidentially according to the procedures in force within the Group by the Director of Ethics, who shall investigate the facts referred to by the report with the help, if necessary, of other functions such as Audit and Internal Control, which shall also be bound by a strict obligation of confidentiality.*
- *After the implementation of precautionary measures where appropriate, the persons concerned by the report shall be notified by the Director of Ethics; they shall have the right to access and rectify information concerning them in case of error, without it being possible for them to find out the identity of the whistleblower.*
- *Following the admissibility procedure and the verification of the report and when no follow-up has been given to the report, the information in the file allowing the identification of the author of the report and that of the persons concerned by it shall be destroyed within a maximum period of two (2) months, according to the procedures in force within the Group. The Director of Ethics shall inform the author of the report and the persons concerned by it in writing about this closure via the aforementioned mailbox.*
- *If, after investigation, the reported facts are found not to violate the provisions of the Code of Ethics and the Group employee who raised the alert acted in good faith and without intent to harm, no disciplinary action may be taken against him/her.*
- *The Pierre Fabre Group commits to taking all disciplinary measures and to initiate any legal proceedings to prevent or stop any act constituting an infringement of the provisions of the Code of Ethics.*