

Pierre Fabre Group is committed to complying, and ensuring compliance by all its employees, with all national and international laws and regulations in force in the countries where it operates, as well as all the principles and rules set out in its Code of Ethics.

Consequently, Pierre Fabre Group encourages all people, whether employees or third parties, to speak up whenever they witness activities or behaviour that they deem to be reprehensible, infringing the laws and regulations by which the Group is bound or violating the Pierre Fabre Code of Ethics and associated internal rules.

How to make a report?

Directly via the Pierre Fabre internal reporting channel:



<https://pierre-fabre-speakup.whispli.com/lp/reporting>

You can also report externally by contacting the competent national authority directly.

When reporting, you can opt to remain anonymous. In this case, the information provided must be sufficiently precise and detailed to ensure that the report can be deemed admissible and processed.

Confidentiality

The secure system guarantees strict confidentiality of the identity of the reporting person, the persons concerned by the report and any third parties mentioned, as well as the integrity and confidentiality of the information collected at all stages in the handling of the report.

Personal data

The personal data of the persons concerned is stored in accordance with the data protection laws in force and will be processed exclusively by Pierre Fabre Group for the purposes of conducting its investigations and taking any corrective measures.