



DÔMES  
PHARMA

# ETHICAL CHARTER

DÔMES PHARMA GROUP - 2025





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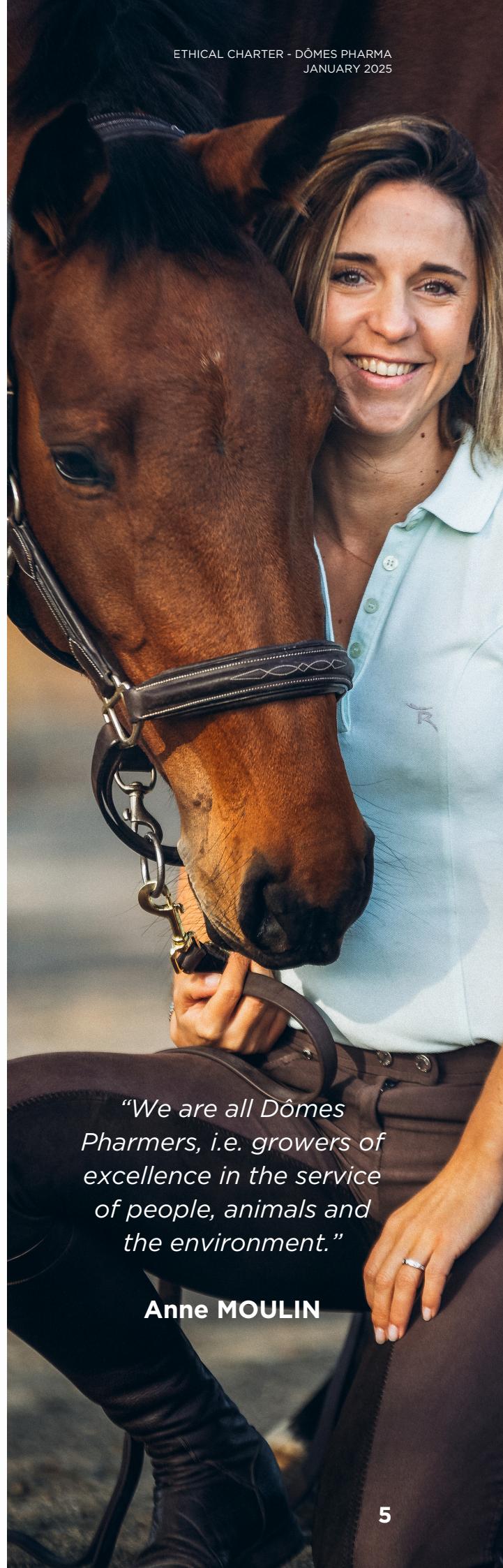
### **+** Preliminary note from the Board

In a constantly changing world, where animal health and welfare issues are at the heart of our concerns, it is essential to reaffirm our values and commitments.

The purpose of this ethics charter is to formalise the values and principles that govern our activities, in order to guarantee exemplary conduct by each of our employees and to reinforce our commitment to all our partners.

**The fundamental principles that have guided the development of our Ethical Charter are :**

- Integrity in everything we do.
- Excellence in everything we do.
- Respect for all our stakeholders (employees, customers, partners, animals, the environment).
- Responsible innovation in the service of animal health.
- Working together to have a positive impact on society.



*"We are all Dômes  
Pharmers, i.e. growers of  
excellence in the service  
of people, animals and  
the environment."*

**Anne MOULIN**



## OUR MISSION :

“(Re)Inventing, with passion and humanity, solutions for the health and well-being of companion animals’, leads us to define a solid ethical framework shared by all.”

## Our values

After more than 70 years in business and 3 generations of entrepreneurs and employees who have succeeded one another with the determination to exist alongside the big names in the pharmaceutical industry, we still see ourselves as a young company: we still have the drive and independence.

Firmly rooted in our time, we are attentive to change, agile and always ready to adapt. Our heritage also includes historic values that give meaning to our actions. These values are the pillars of our corporate culture, the common bond that drives us.

### THINK WITH BOLDNESS

BOLDNESS is one of the Group's founding values. BOLDNESS is not about taking reckless risks, it's about believing in our abilities to dare to see the bigger picture and seize opportunities. **BOLDNESS is the ability to reinvent ourselves, to dare to leave the beaten track to aim for progress and to try without fear of failure.**

### ACT WITH RESPONSIBILITY

Our social, economic and environmental RESPONSIBILITY must encourage us to give priority to sustainable development, solidarity and local action. As a healthcare company, we also have a RESPONSIBILITY to be rigorous, ethical and exemplary. **We learn from our failures to move forward.**

### SHOW KINDNESS

**KINDNESS is the value that makes it possible to implement the other two.** It is a prerequisite for allowing everyone to express their audacity and exercise their responsibilities. Giving meaning, sharing information, offering help and giving people the right to make mistakes all contribute to well-being in the workplace and foster mutual trust .



# THE DÔMES PHARMA GROUP ETHICAL CHARTER

## **+** What does the Ethical Charter contain?

This Charter contains principles at all levels that must be applied/respected by DOMES PHARMA Group employees. The rules contained in this document are based on current regulations and create a framework for ethical behaviour.

## **+** Why have an Ethical Charter?

Aware of its responsibilities both internally to its employees and externally to its stakeholders, the DOMES PHARMA Group must be a model of ethics and compliance with laws and regulations. This document is part of an ideal to be attained, but must nevertheless inspire each and every one of us in our daily work, both internally and with our external stakeholders. It is essential that we all integrate ethics into our behaviour.

## **+** To whom does this Ethical Charter apply?

It is addressed to all DOMES PHARMA Group employees, whether located in France or abroad, as well as to all corporate officers and shareholders. In line with our values and commitments, the DOMES PHARMA GROUP acts throughout the world and in all circumstances in compliance with the laws and regulations in force, and is committed to a process of continuous improvement.

## **+** What value does this Charter have?

Failure to comply with the principles set out in the document may result in disciplinary action.

## **+** Who should you contact if you have a question about this Ethical Charter, or if you notice any inappropriate behaviour?

Do not hesitate to contact your Manager if you have any questions. You can also ask your questions to the Human Resources Department or to the DOMES PHARMA Group Compliant Officer, who are there to help you while scrupulously respecting the confidentiality of your request.

# RELATIONSHIPS AT THE HEART OF WHAT WE DO



# 01 THE EMPLOYEE

## OUR COMMITMENTS AS AN EMPLOYER

### ⊕ Ensuring good working conditions

We make sure that every employee has a working environment that ensures his or her health and physical and mental safety, whether in the workplace, travelling on business or teleworking.

Our priority is to work with you to identify possible areas for progress and to improve working conditions for everyone. No violent or abusive behaviour or intimidation, either physical or verbal, by anyone, neither Group employees nor third parties (suppliers, customers, etc.) will be tolerated.

As safety is everyone's business, everyone has a duty: (I) to behave responsibly, (II) to comply with legislation and the Group's rules and recommendations on hygiene, health and safety at work. Let's look after each other.

***"Let us take care of each other."***

#### QUESTION :

*A colleague is refusing to wear the PPE required by the company for his job. Personally, I'm afraid that one day he'll seriously injure himself. No matter how many times I warn him to put them on, he refuses. After all, maybe that's his problem?*

#### DÔMES PHARMA :

*Safety is everyone's business, and we have to look after our own health and safety at work, as well as the health and safety of our colleagues. If the company has introduced the wearing of PPE, it is for reasons of safety and employee protection in particular. In such a case, don't hesitate to pass on the information either to the person in charge of safety, or to your manager or his manager, who will take the appropriate measures with regard to the employee in question. But above all, don't remain silent in the face of such a situation and make sure you take a proactive approach to safety.*

# OUR COMMITMENTS

**01**  
Comply with the legislation in force in each country and the rules and recommendations put in place by the Group.

**03**  
Ban all forms of **physical and moral harassment**.

**05**  
Provide a **framework of psychological safety** so that everyone can express themselves.

**02**  
A policy of **continuous improvement** in working conditions.

**04**  
**Showing respect** and treating employees or any other business partner as we would like to be treated.



## **+** Promoting diversity, inclusion and equity

We are committed to the diversity of our teams and the promotion of equal opportunities.

We prohibit all forms of discrimination based on race, religion, physical appearance, ethnic, national or social origin, sexual orientation, gender, age or disability.... both at the recruitment stage and throughout an employee's career with the Group.

Through the Women of Dômes Pharma programme, we encourage and support female leadership within the Group.

This programme, a source of inspiration and development, enables our employees to :

- Develop their leadership and management skills
- Boost their confidence and build a solid professional network
- Seize new career opportunities.

We are convinced that diversity is an asset that strengthens our creativity and performance, and we are committed to creating the working space needed to achieve this.

***6 "Diversity is an asset that enhances our creativity and performance."***

### **QUESTION :**

*At a recruitment event, I heard a colleague say that he didn't want a woman in the job he was looking for because, in his opinion, a woman has far too many constraints in terms of working hours with children. Despite this, he seemed to be saying that it was a pity because this person met the criteria of the advert very well.*

### **DÔMES PHARMA :**

*We must hire people on the basis of their skills and know-how and therefore choose the best candidate for the job. We must not become attached to considerations of this kind.*

# OUR COMMITMENTS

01

Facilitating the recruitment and promotion of a **wide range of profiles** and promoting team performance.

02

Promoting **gender equality** in the workplace.

03

Demanding and promoting an **inclusive workplace**.



## ⊕ The role of the Manager

**All our Managers must be aligned with the values of the Dômes Pharma Group.**

Because we are convinced that a team's performance depends on the quality of the relationship between the Manager and his or her team, we expect a Manager to be :

### RESPONSIBLE

- Lead by example,
- Pilot rather than control,
- Supports both successes and failures,
- Assumes and fulfils its mission with clarity,
- Encourages autonomy and responsibility.

### BOLD

- Encourages his team,
- Promotes creativity and openness,
- Develops individual and collective potential,
- Takes calculated risks,
- Accept failures and learn from them.

### KIND

- Trust, allow for mistakes,
- Listens to his colleagues,
- Develops cooperation and mutual support,
- Gives feedback, shows recognition,
- Seeks to establish a calm climate.

Our managers receive regular training and are given the tools they need to fully assume their role within the Group. We encourage our managers to innovate and define department strategies to optimise results.

### The role of the Manager:

- ⊕ Is responsible, daring and caring
- ⊕ Gives meaning by placing the team's tasks within the overall strategy
- ⊕ Manages the flow of information (sorting - analysing - summarising and disseminating)
- ⊕ Is available for the team
- ⊕ Develops creative and collaborative energy
- ⊕ Draws on the manager's toolbox provided by the Group

## **+** Encouraging leadership and collective intelligence

Alongside its employees, the Dômes Pharma Group places excellence at the heart of its concerns. Encouraging talent means developing/reinforcing collective intelligence. We aim to attract and retain talent and encourage the involvement of employees at all levels and on all assignments to develop the potential and performance of each individual, whom we support throughout their career.

We encourage cross-functional projects and agile working methods, so that everyone can develop their full professional potential in areas that are outside their professional scope and comfort zone.

***"We encourage (...) the involvement of employees at all levels."***

### **QUESTION :**

*I'd like to take part in a cross-functional project but my manager won't let me.*

### **DÔMES PHARMA :**

*If your position and the organisation allow it, your manager should encourage your participation in a cross-functional project group as far as possible.*

# OUR COMMITMENTS

**01**  
**Encourage your creativity**  
and stimulate the development of ideas by involving you in decision-making and listening to your ideas.

**02**  
**Develop a leadership culture.**

**03**  
**Build on your talents**  
(your strengths).

**04**  
Put in place a framework of **psychological safety** so that everyone can express themselves.

**05**  
**Make time for cross-functional projects.**

**06**  
**Set up a skills development plan.**



## **+** Protecting your privacy and personal data

### **The protection of your privacy and personal data is a fundamental right.**

For the DOMES PHARMA Group, it is therefore essential to preserve the confidentiality of employees' personal data.

What is personal data? It is any information that directly or indirectly identifies a natural person (name, date of birth, social security number, photograph, address, etc.) The protection of personal data guarantees the individual concerned a right of control over the collection, processing, use, distribution and storage of his or her personal data.

This data must be used fairly for a precise, explicit and legitimate purpose and only be kept for as long as is necessary for the purposes of the processing concerned.

We only collect and store personal data that is necessary for our activities. In addition, any employee authorised to access personal data undertakes to pass it on only to authorised persons where necessary, or to the authorities in the event of legal obligations.

[See the Group Privacy and Data Protection Policy](#)

#### **QUESTION :**

*One of my colleagues has had a baby and I'd like to send her a bouquet of flowers as soon as she gets home. I therefore asked the Human Resources department for her address and even her personal telephone number so that I could congratulate her in person. The Human Resources department replied that this would be an invasion of her privacy. My intention was in no way to infringe any rights... How should I react to this refusal?*

#### **DÔMES PHARMA :**

*Although you may feel that you are not doing anything wrong, Human Resources' attitude is entirely justified and appropriate. Employees' personal data must remain strictly confidential, and no exceptions are possible.*

# OUR COMMITMENTS

**01**  
Keeping personal data  
confidential.

**02**  
Only collect data that is  
strictly necessary.

**03**  
Providing information on data  
processing and any data  
breaches.



# 02 THE ANIMAL

## OUR COMMITMENTS AS A COMPANY CONCERNED WITH ANIMAL HEALTH AND WELFARE

### **+ Quality and vigilance**

As a key player in animal health, we are aware of the key role we have to play in the health and well-being of animals. In the development, manufacture and marketing of our products and services, we are therefore guided by an ongoing objective of operational excellence. This is reflected in our commitment to offering safe products and quality services.

**To achieve this, we focus on two key areas: quality and vigilance.**

- + Our Quality Department teams ensure not only that our products and services comply with internal and external requirements (regulations, specifications, etc.) but also that our processes are continuously improved. They constantly monitor our organisation and activities with the aim of achieving excellence.**
- + The Vigilance teams monitor, assess, prevent and manage any adverse effects resulting from the use of medicinal products (pharmacovigilance) and non-medicinal products (vigilance).**



*"In the development, manufacture and marketing of our products and services, we are guided by a continuous objective of professional excellence."*

## Clinical trials

As part of our R&D activities, certain products with special status may require us to carry out clinical or pre-clinical studies. However, we are committed to minimising the number of animal studies we carry out, and only do so when required by regulations or the authorities.

**Studies are strictly regulated and can be of two types:**

-  **Pre-clinical** when carried out in laboratories approved and controlled by the authorities. Each project must be justified in detail and then submitted for assessment to a third-party ethics committee, which evaluates its relevance and compares different opinions. These committees are external to our organisation, so there is no conflict of interest.
-  **Clinical** when carried out with the agreement of the owners, who are informed in detail beforehand and are free to revoke their agreement at any time. The protocols and their justifications are scrupulously examined by the authorities.

In all cases, we undertake to use studies only as a last resort and in strict compliance with the international legal framework and ethical rules.

## **WE RESPECT THE 3RS RULE:**

### **1    *REPLACE***

Replacement by alternatives.

### **2    *REDUCE***

Reducing the number of animals.

### **3    *REFINE***

Optimisation of study conditions to improve animal welfare.

# 03

## OUR PARTNERS OUR COMMITMENTS AS AN INTEGRATED CORPORATE CITIZEN

### ⊕ Meeting our tax and accounting obligations

As an accountable and fiscally responsible company, we are scrupulously committed to complying with all local tax laws, making all relevant declarations and paying all local and national taxes.

Invoices must also include all the compulsory information required by the local regulations in force.

Finally, invoices sent to customers must meet the conditions of inalterability, security, conservation and archiving of data, with a view to control by the various tax authorities, depending on the country. We also make it a point of honour to keep our books and accounting records in compliance with the 3 following principles: validity - reliability - completeness.



*"The Dômes Pharma Group aims  
to be a responsible taxpayer."*

# OUR COMMITMENTS

01

**Comply with local accounting and tax regulations** and do not evade our obligations.

02

Do not commit **tax fraud**.

03

**Pay all taxes** and make all declarations.



## **+** Maintaining relationships based on trust with the authorities

Regardless of the country in which we operate, we are in regular contact with the authorities, whether (and this list is not exhaustive) in the pharmaceutical industry, in the economic field, in the tax field or in the customs field.

It is essential for the Group to maintain transparent, respectful and constructive relations with the various authorities in each country.

***“It is essential for the Group to maintain transparent, respectful and constructive relations with the various authorities in each country.”***



# OUR COMMITMENTS

01

**Keep all mandatory documents securely** and for the periods required by the country's regulations.

02

**Comply with the rules** and instructions relating to controls.

03

**Do not forge documents** to evade any penalty.

04

Always provide **truthful information** to the authorities.



## **+** Ensuring compliance with competition law

In our business activities and in our relations with our partners, we act in strict compliance with competition rules and are therefore committed to ensuring healthy, free and fair competition in order to preserve economic equilibrium.

We do not engage in any act that could be construed as anti-competitive or restrictive of competition, and we respect the following principles

at all times, whatever the market, the free play of competition.

Failure to comply with these rules can have very serious consequences for the Group and for individuals: fines, prosecution, prison sentences, reputational risk, etc. A zero-tolerance policy is in place to ensure that applicable regulations are complied with at all times.

**"We act in strict compliance with competition rules and are committed to ensuring healthy, free and fair competition."**

### **QUESTION :**

*I'm taking part in a meeting of my trade association. Several partners and competitors are present. While waiting for the meeting to start, several participants discuss their strategy, future launches and prices. How should I behave?*

### **DÔMES PHARMA :**

*We invite you to leave the meeting and make it clear to the participants that these subjects are not on the meeting agenda. Under no circumstances should you remain in the room.*

# OUR COMMITMENTS

01  
Adopt professional behaviour and practices that **comply with regulations**.

02  
**Immediately report** any suspicious or risky act or behaviour internally.

03  
**Not to exchange sensitive information** with competitors, either directly or indirectly, such as price lists, discounts, margins, etc.

04  
**Never restrict** the customer's freedom to set resale prices

05  
**Prohibit employees** who have joined from another company from sharing confidential information about their former employer.



## **+** Managing conflicts of interest

A conflict of interest is a situation in which personal interests may be, or may appear to be, in conflict with the Dômes Pharma Group.

However, the existence of personal interests may be compatible with the pursuit of the Group's interests,

this situation must in all cases be supervised to ensure that no criminal offence is committed.

It is therefore essential to identify any conflicts of interest so that they can be managed effectively.



***"It is essential to identify conflicts of interest in order to manage them effectively.***

### **QUESTION :**

*I'm a manager and my niece is looking for work. She's a perfect match for the job advertised by the Group. May I send her application to the HR department?*

### **DÔMES PHARMA :**

*No problem. Your niece will go through the normal HR recruitment process and, as such, will have a chance (among other candidates) of being selected for the job.*

# OUR COMMITMENTS

01

**Refusing to take part in a decision** in which there is a conflict of interest.

02

**Declare** any conflicts of interest.

03

**Comply** with internal policies.

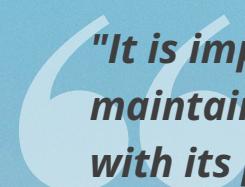


## **+** Building solid, long-term relationships with our partners

It is important for the Dômes Pharma Group to maintain win/win and trusting relationships with its partners and that they share our values and ethical standards, which is why we select them carefully. We do not impose abusive conditions or under any circumstances wish to impose unbalanced contractual relationships.

We are open to dialogue and constructive feedback, where everyone can find alignment not only with their values and ethical principles, but also from an economic standpoint.

We expect our partners to listen to us just as we listen to them. The future is something we will build together, under the best possible conditions for all.



***"It is important for the Dômes Pharma Group to maintain win-win and trust-based relationships with its partners."***



# OUR COMMITMENTS

**01**  
Respect our contractual commitments (paying invoices, delivering to our customers, etc.).

**02**  
Finding the best possible solutions for everyone.

**03**  
To be transparent about any difficulties we may encounter in the course of our business relationship.

## **+** Respecting and protecting confidential information

The Dômes Pharma Group expects its employees to protect confidential information and data of which they are aware. The confidentiality of information is a priority for the Dômes Pharma Group.

It is forbidden for an employee to divulge confidential information obtained from partners with whom we are in contact. Any information entrusted to an employee that is not in the public domain must be kept private.

The company's employees are therefore bound by loyalty and discretion with regard to the information entrusted to them and must respect the contractual provisions set out in the confidentiality agreements. Any misuse or disclosure of confidential information may seriously harm the Dômes Pharma Group and its competitiveness, damage its reputation and engage its liability.

**66**  
*"Confidentiality of information is a priority for the Dômes Pharma Group."*

### **QUESTION :**

*I leave my office to go to a meeting, leaving my computer open and switched on. Is my behaviour problematic?*

### **DÔMES PHARMA :**

*Your workstation probably contains confidential data, so it's irresponsible to leave it accessible to everyone. In our company, we strongly recommend that you lock your computer session before leaving the office, even temporarily.*

# OUR COMMITMENTS

01

Demonstrate good faith and  
**not divulge confidential  
information** obtained from  
partners to a third party.

02

Exercise **caution** when  
travelling on business.

03

**Frame exchanges** with our  
partners in confidentiality  
agreements.



## **+** Fight against all forms of corruption

The Dômes Pharma Group does not tolerate corruption, influence peddling, illegal taking of interest, misappropriation of public funds, favouritism or any other breach of probity and regulations applicable in the countries in which it operates.

While offering or receiving gifts and/or invitations may help to promote the Group's image and build, maintain and strengthen a business relationship, it may also constitute corruption. We must therefore never offer, accept or solicit gifts and/or invitations that could

cast doubt on our personal integrity or that of the Group, or on our independence. For more information on this subject, see the 'Gifts and entertainment policy'.

We do not permit any behaviour that might call into question our honesty, independence and integrity. We comply with national and international anti-corruption laws in the countries where the Group operates.

Warning: a person who facilitates an act of corruption or influence peddling may be an accomplice and may therefore also incur criminal liability.

***"We do not allow any behaviour that could call into question our honesty, independence and integrity."***

### **QUESTION :**

*We have work to do in the factory and we need to move very quickly. As part of the call for tenders, a service provider suggested that I choose him because he could obtain planning permission from the town hall within 5 days by paying him a small fee (which would suit us).*

### **DÔMES PHARMA :**

*Above all, do not opt for influence peddling. Urgency does not mean putting yourself in an illegal situation. Do not hesitate to use another service provider.*

# OUR COMMITMENTS

Never offer, solicit or promise anything in the hope of obtaining an **undue advantage**.

**Report any act or attempt** of corruption or influence peddling.

**Participating in training sessions** on the fight against corruption and influence peddling.



## **+** Comply with the regulations applicable to personal data

The Dômes Pharma Group attaches great importance to compliance with the regulations applicable to personal data.

The personal data of our partners (customers, suppliers, service providers, etc.) is used in a fair and transparent manner for a precise and legitimate purpose. It is only kept for as long as is necessary for the purposes of the processing concerned.

We only collect and retain data that is necessary for the relationship we have with our partners.

*For more information, see the Group Privacy and Data Protection Policy.*

***"We only collect and store the data necessary for the relationships we have with our partners."***



# OUR COMMITMENTS

**O1**  
Preserve the confidentiality  
and security of our partners'  
personal data.

**O2**  
Respect the principles  
of lawfulness, purpose,  
minimisation, accuracy,  
timing, security and  
transparency.

**O3**  
Monitoring the processing  
of personal data.

## **+** Ethical promotion and communication

The Dômes Pharma Group communicates transparently about its products and ensures that all information on efficacy and safety is monitored throughout their life cycle. The Group is committed to providing information that is clear and accessible to all in order to ensure the correct use of its products.

All our communications and promotional activities are carried out in compliance with the legislation in force in the various countries and are subject to a highly demanding internal validation process. We never make false or misleading claims about our products.



*"All our communications and promotional activities are carried out in compliance with the legislation in force in the various countries and are subject to a highly demanding internal validation process."*

# OUR COMMITMENTS

Comply with **good communication practices** and regulations applicable in different countries.

Provide promotional material for our products containing **accurate, verifiable and non-misleading information.**



# 04 ENVIRONMENT & CLIMATE ISSUES

## OUR COMMITMENTS AS A RESPONSIBLE COMPANY

### Committing to a more sustainable world

For several years now, the Group has been working to reduce its carbon footprint. Aware of the climate challenges we face, we regularly work on our Green Actions (actions to reduce our carbon footprint) to enable us to achieve our objectives and have a 'positive impact' on the environment (e.g. work on the vehicle fleet, study to optimise energy, water, material and waste flows, etc.).

We also aim to develop and optimise our products and packaging to improve the environmental impact of our products by working on the various aspects of eco-design.

Finally, we raise awareness of sustainable development issues among our employees and encourage initiatives and best practice.

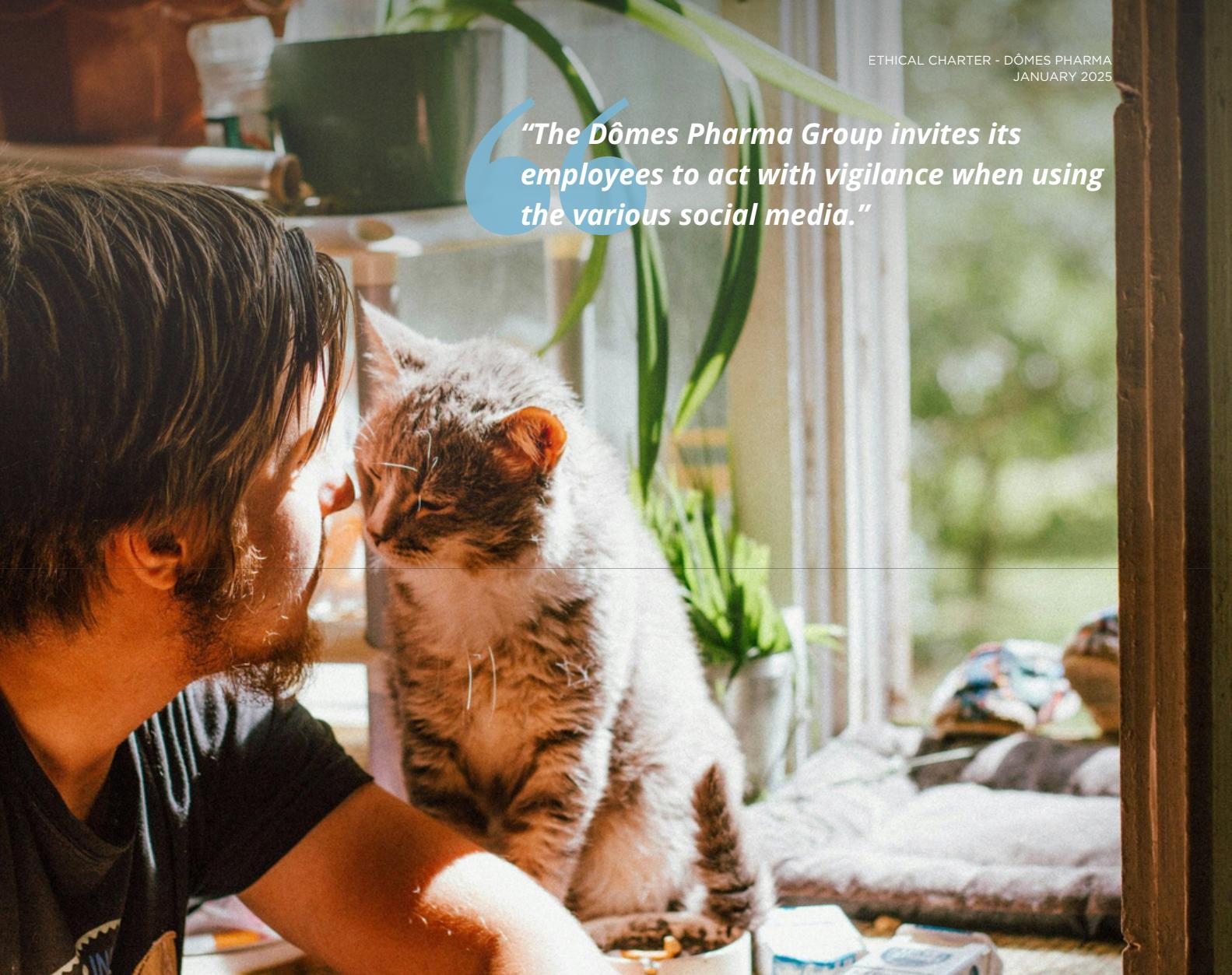


*"The Dômes Pharma Group has been working for several years to reduce its carbon footprint."*

# PROTECTING OUR COMPANY



*"The Dômes Pharma Group invites its employees to act with vigilance when using the various social media."*



## **+** Preserving the Group's image and reputation

All employees must protect the image and reputation of the Dômes Pharma Group. It is therefore strictly forbidden to disseminate content or information aimed at denigrating the Group, its colleagues, partners or competitors. The Group and its employees must maintain a quality relationship based on mutual trust.

For this reason, the Dômes Pharma Group invites its employees to be vigilant when using the various social media (social networks, blogs, forums, etc.).

In the event of non-compliance, employees may be held liable for their publications on the Internet.

# OUR COMMITMENTS

Use social media wisely

01

Not to support offensive or  
disparaging comments about  
the Group or any of its  
members.

02

Not wilfully adopt any  
**behaviour that could harm**  
the Group, a colleague, a  
partner or a competitor.

03

Be aware that **employee  
publications** (or actions such  
as 'liking' - 'sharing'), **even  
for private use, can have  
consequences** for the  
Group's image and  
reputation.

04



## **+** Respecting and protecting the Group's confidential information

The Dômes Pharma Group expects its employees to protect the confidential data of which they are aware. The confidentiality of information is a priority for the Dômes Pharma Group.

It is forbidden for an employee to divulge confidential information about the Group (business plans, strategy, projects, financial statements, prices, budgets, etc.). Any information entrusted to an employee that is not in the public domain must be kept private.

Group employees are therefore bound by loyalty and discretion with regard to the information entrusted to them. Anyone who deliberately discloses information in order to exploit it directly or indirectly through financial transactions would be guilty of insider trading punishable by law. Any misuse or disclosure of confidential information may seriously harm the Dômes Pharma Group, its competitiveness, its reputation and its liability.

***“Confidentiality of information is a priority for the Dômes Pharma Group.”***

# OUR COMMITMENTS

01

To act in good faith and not  
to divulge **confidential**  
**information** about the Group  
or its products.

02

Always work under a  
**confidentiality agreement.**

03

Exercise **caution** when  
travelling on business.



***‘Dômes Pharma expects its employees to manage assets & resources responsibly.’***



## **✚ Respecting and protecting the use of assets and resources**

The Group provides its employees with resources to enable them to carry out their duties in the best possible conditions.

Dômes Pharma therefore expects its employees to manage the Group's assets responsibly, in the knowledge that they are not authorised to use these assets for personal purposes in an unreasonable, illegal or

illicit manner, whether these be offices, communal areas, IT tools, vehicles, etc.

In addition, each employee must respect the intellectual property rights of the Dômes Pharma Group. All R&D creations and research must benefit from adequate intellectual property protection and be subject to the strictest confidentiality.

# OUR COMMITMENTS

01  
Act **responsibly** when managing the Group's resources and assets.

02  
**Protect resources** against loss, damage, theft or inappropriate use.

03  
Respect the Group's **intellectual property** rights.



## Consequences of non-compliance with the provisions of the Ethical Charter

The consequences of a breach of business ethics rules can have major consequences for both the employee and the Dômes Pharma Group. There are a number of national and extra-territorial laws and regulations, and caution is therefore required.

It is therefore important that all employees, whatever their position or country of activity, ensure that their behaviour is in line with this Ethical Charter.

### **PENALTIES FOR NON-COMPLIANCE WITH THE CHARTER:**

- **Penalties for the employee:** disciplinary penalties provided for in the texts governing each company in the Dômes Pharma Group (e.g. internal regulations), which may lead to dismissal for the most serious misconduct.

### **PENALTIES FOR CORRUPTION:**

- **Legal sanctions** in accordance with local regulations.
- **Civil and criminal penalties** for employees and collaborators, perpetrators and accomplices, even in the event of an attempt.
  - ☒ **Penalties for employees:** Individual criminal liability (imprisonment, loss of civil rights, disqualification from certain activities, heavy fines).
  - ☒ **Penalties for Dômes Pharma:** Criminal liability (prison sentences for directors, fines of up to 30% of turnover, compensation for third-party victims of corruption).

### **OTHER POSSIBLE PENALTIES FOR CORPORATE CORRUPTION**

- **Prohibition on carrying out certain activities**, such as the activity concerned by the act of corruption.
- **Damage to reputation.**
- **Termination of contracts.**



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