



Code of Conduct.

Win as one, the right way...

October 2025



Welcome to our **Code of Conduct.**

“Thank you for taking the time to read our Code of Conduct. We expect you to understand what it means for you and to return to it when you need guidance. It's here to help us all Win as One.”

Brian McNamara

Chief Executive Officer



What we do matters. So does how we do it.

At Haleon we are dedicated to our hundreds of millions of consumers around the world. They trust our brands and depend on our products every day. We need to give them the reassurance of knowing that we're totally committed to their health.

That means holding our actions and decisions to the highest possible standards.

It means never compromising what we stand for. And it means protecting our consumers, our customers, our company and each other.

This is the responsibility of everyone at Haleon, and it's why our Code of Conduct is so important. It guides our decisions, reminds us of our culture, and supports us when we need to speak up.

Brian McNamara
CEO, Haleon

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Step up and
Speak Up

We live by our Code. **All of us, every day.**

This section describes how we bring the Code to life through our actions, what we expect of our leaders and our responsibility to Speak Up if we see something wrong.



We live by our **Code**. continued.

Shared responsibility

We must all lead by example.



Adrian Morris

General Counsel

“It’s the decisions that you take every day that will define the spirit and culture of Haleon”

It’s for everyone

Our Code applies to everyone, regardless of role, location or level. It also extends to our partners, including suppliers, distributors, agents, consultants and contractors.

Why it matters

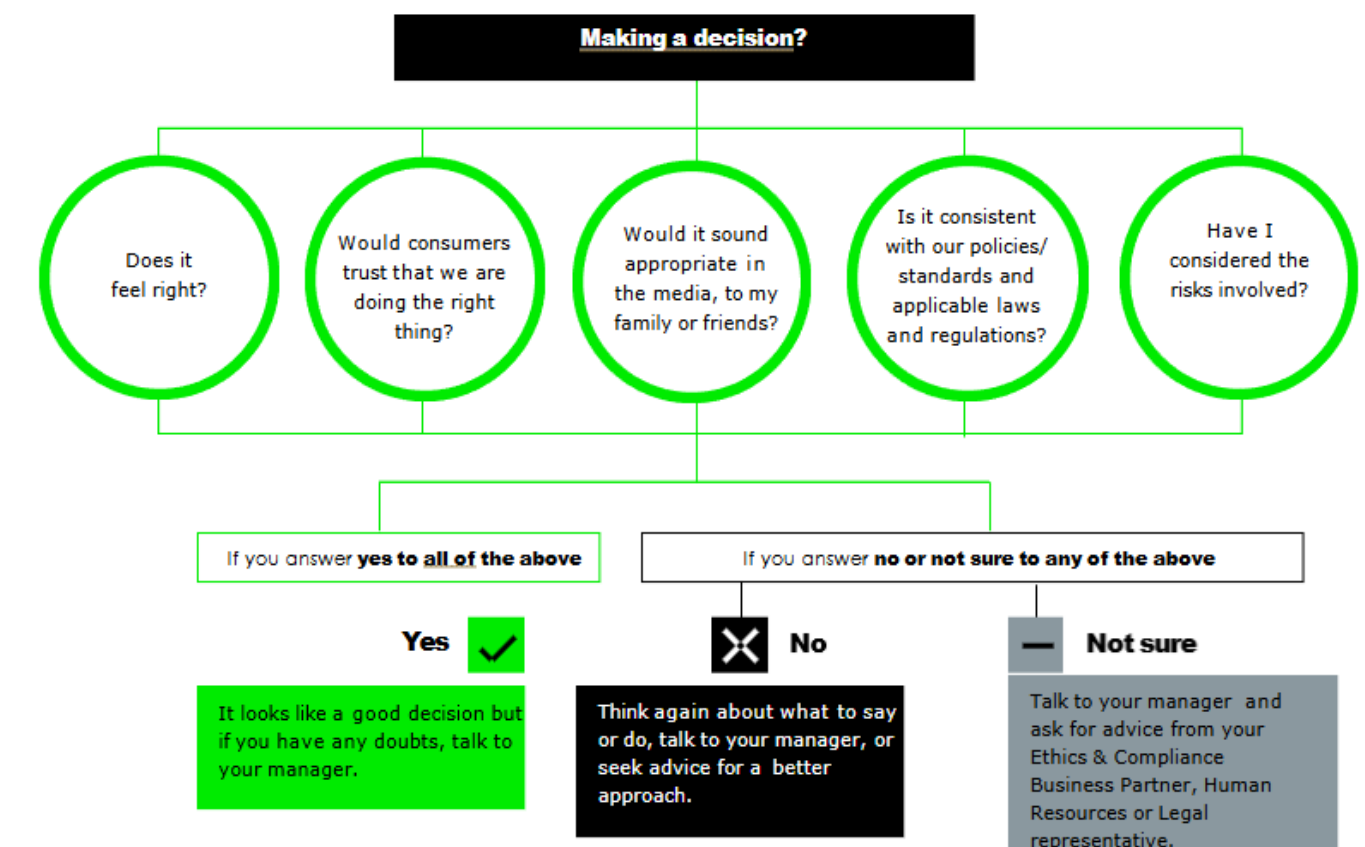
Our judgement in the toughest moments is what defines us. Choosing the best path, even when it’s hard, sets great teams and leaders apart.

Need Help? Just ask

The Code outlines our ethical principles, but it can't cover every situation. If you're unsure, think about what's in line with our purpose. We have a decision tree below, and you can always reach out to Ethics and Compliance or Legal.

Thank you for reading and following our Code.

Let's work together to build a safe, respectful environment where our Code is followed, and everyone is confident to speak up if something doesn't feel right.



We live by our Code. continued.

Leadership Expectations.

Our Cultural Custodians.



Line De Decker

Chief Human Resources Officer

“Great leaders don’t just drive results; they create environments where people feel proud to belong and inspired to do their best”

Whilst the Code applies to everyone, our managers have an extra responsibility uphold it, make sure it’s followed properly and to help build a strong ethical culture. We expect all our leaders to:

- Lead by example, live by our Code and act with integrity. If you or your team are unsure, ask questions and use the Ethical Decision-Making Tree (page 5) for guidance.
- Make sure your team, especially new members, are familiar with our Code and know who to contact in Legal and Compliance within your market.
- Foster a culture of trust where everyone feels safe to speak up, knowing their concerns will be treated confidentially and without retaliation.
- Stay open to feedback and promptly raise any compliance concerns you become aware of.
- Be a steward; provide thoughtful oversight, manage resources responsibly, take timely action to fix issues, and help prevent future problems.
- Treat company assets and information as if they were your own and encourage your team to do the same; daily attention to security makes us stronger and more accountable.
- Acknowledge and celebrate team members who show good judgement and ethical behaviour. Share these examples to reinforce expectations.
- Be ready to provide timely and full support for any investigations into potential misconduct.



Step up and Speak Up.

**You should always give
voice to your concerns.
That's how we keep
getting better.**

Everyone has a duty to Speak Up

At Haleon, we only succeed together by doing what's right. If someone acts against our Code, culture, policies, or the law, even unintentionally, it's everyone's responsibility to speak up. Speaking up can be hard, but staying silent allows misconduct to continue. This can harm our people and our business, and result in financial and reputational damage to our company.

We will act

Your concern will be reviewed by Group Security, Ethics & Compliance, Legal, or HR, and may lead to a formal investigation. We'll handle it appropriately and may ask you for more details. We'll keep the process confidential, and you'll receive feedback on the outcome, even if we can't share full details of the review. Even if your concern turns out to be unfounded, it's still important to speak up, as long as it's done in good faith.

Retaliation is not tolerated

We protect those who speak up in good faith. You can report anonymously, but sharing your identity and details helps us respond more effectively. Good faith concerns are always respected—even if mistaken—but improperly using Speak Up to make false or malicious reports may lead to disciplinary action.

How do I speak up?

If you have a concern, start by speaking to your manager or local leadership. If that's not comfortable, you can contact Ethics & Compliance, HR, or Legal. You can also report through Speak Up — by phone, online, email, or mail. Speak Up is independent, global, and is available in many languages.

[Speak Up Line](#)

↓ [Further information on Speak Up](#)

Our Principles.

**This is the heart of our Code.
Our principles guide us to do the right thing.
You should know what they are.
Understand why they matter.
And be clear on what we expect.**

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Our Consumers
& Industry



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Our Company
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Our World





Our Consumers & Industry.

These principles underpin our product safety, quality and promotion, and define how we engage with our industry and the scientific community.

Our Principles. continued.

Our Consumers & Industry:

Product Safety and Regulatory Governance.

Our principle and why it matters

Fulfilling our purpose to deliver 'Better everyday health with humanity' demands rigorous attention to safety of our products. The safety of our consumers is our foremost priority. We ensure the safety of our consumers by complying with relevant Good Practice regulations. These assure the quality, safety and efficacy of our products throughout their product life cycle.

What it means for me

You must report any required information about a company product and service **within 24 hours**. This includes information about side effects, adverse reactions, or other human safety information to consumer safety. This applies to company employees, contractors, consultants, agents or contracted third parties. You must always adhere to our policies and procedures.

Our policies & guidance

- Type in Haleon.com and click on 'Contact' and then scroll to click 'General Enquiry Form.'
- [Collecting Information from Consumers \(QD-POL-000282\)](#)
- [Human Subject Research \(QD-POL-000280\)](#)
- [Care, Welfare & Treatment of Animals \(QD-POL-000296\)](#)
- [Product Information \(QD-POL-000310\)](#)
- [Product Safety Policy \(QD-POL-000868\)](#)

“When people buy our products, they trust the science and safety that is behind them. I am driven by living up to that expectation every day.”

Chris Kocun, Chief Medical Officer, Haleon

Our Principles. continued.

Our Consumers & Industry:

**Product
Promotion
and Scientific
Engagement.**

Our principle and why it matters

We promote our products in line with the applicable laws and regulations of the countries in which we do business. We engage responsibly with the scientific community to understand and communicate scientific information about our products.

It is important that our consumers trust our claims. Any recommendations of our products by Healthcare Professionals (HCPs), must be based on legitimate scientific information, and not on inappropriate influence.

What it means for me

Follow our Code of Promotion and local laws and regulations regarding how to promote our products. Any scientific engagement needs to be led and overseen by the Medical Function.

If you need to interact with customers or competitors, follow our principles. Any interactions with HCPs must be conducted responsibly, and any payments to HCPs for services must follow 'Fair Market Value' in their respective country.

Our policies & guidance

- [Code of Promotion](#)
- [Code of Scientific Engagement](#)
- Global Content Approval Procedures
- Procedures for Engaging with External Experts to Provide Services
- [Fair Competition Policy](#)
- [Prevention of bribery, corruption, and other financial crimes Policy](#)

“It’s important to me that we ‘win the right way’.”

Filippo Lanzi, Head of EMEA & LatAm, Haleon

Our Principles. continued.

Our Consumers & Industry:

Quality.

Our principle and why it matters

Our products can be trusted because quality is lived and built into everything we do. We develop, manufacture, test and distribute our products with care, consistency, and compliance – all based on trusted science and human understanding.

We are passionate about quality and are always ready to learn from our issues as well as our successes. By striving to do the right thing, first time and every time, we are forever challenging ourselves to be the best we can be.

What it means for me

You must always follow our standards and procedures to ensure quality and compliance.

If you don’t understand how to do something, seek guidance.

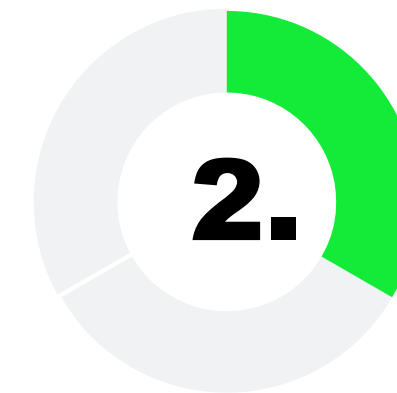
Our policies & guidance

→ [Quality Policy](#)



“I am determined to always do the right thing and earn consumer’s trust.”

 **Mathieu Spreng, Head of Quality Operations, Haleon**



Our Company & Colleagues.

These principles govern everything from our diversity and inclusion, to fair competition, financial integrity, data use and much more.

Our Principles. continued.

Our Company & Colleagues:

Careful
Communication.

Our principle and why it matters

We make sure all communications about our business interests are timely, accurate and respectful. They must reflect our behaviours, and follow our policies, approval procedures and all applicable laws. Effective, honest communications are key to our business success. Our records must reflect our actions and words to avoid misunderstandings.

Examples

- We should be aware that our personal views on social media could be attributed to Haleon. Even when engaging in a non-work capacity, it is easy to identify individuals as Haleon staff, so we use our judgement on what is acceptable to post.
- We are careful when expressing opinions about political, religious or socially sensitive topics.

How we communicate with each other and with the world is key to building trust in our brands and maintaining our reputation.

What it means for me

You should be as careful when sending emails, texts and chat messages or leaving voicemails, as you are when sending a letter or report. To prevent risks to the company, you should also be cautious when interacting on social media. What you write in an instant, may be misinterpreted. So never write anything that you wouldn't be comfortable reading later in a newspaper or on social media. Use our purpose as a guide: Focus on the facts, catch, correct and clarify anything that may be inaccurate or misleading.

Our policies & guidance

- [External and internal communication activities](#)

Our Principles. continued.

Our Company &
Colleagues:

Conflicts of Interest.

Our principle and why it matters

Decisions made at work must be in the best interest of Haleon and not influenced by personal relationships or other benefits.

A conflict of interest (“conflict”) occurs when your personal activities, interests, or relationships interfere with your professional judgment or decisions. If not properly managed, conflicts can damage your credibility and our reputation.

How to recognise a potential conflict:

- Do you or a family member have significant interest in a third party that competes with or provide services to Haleon?
- Are you employed or provide a service(paid or unpaid) outside work that is similar to your role at Haleon?
- Do you serve on a board or committee in a similar field or industry to Haleon?
- Do you have a personal relationship with someone you manage or supervise?
- Do you have a personal connection with government official who can influence decisions about our business?

What it means for me

If you have a conflict, you must declare it, take steps to avoid the conflict from affecting the decisions you make and note these steps on the disclosure form.

Having a conflict is not necessarily a violation. However, failing to disclose or properly manage a conflict, is.

Our policies & guidance

- [Conflict of Interest](#)

Our Principles. continued.

Our Company & Colleagues:

Data Use.

Our principle and why it matters

The responsible use, storage and protection of data and personal data ensures that we comply with applicable laws and maintain the trust of our stakeholders. It is also a valuable asset for our business, helping us innovate and operate in an increasingly digital and data-driven world.

We responsibly handle all data entrusted to us. We commit ourselves and our service providers to comply with our Data Privacy and Data Security principles, as well as local data protection regulations.

Examples

- We process data lawfully and transparently.
- We only collect data for specific instances and for explicit and legitimate purposes.
- We keep personal data secure, and respect storage period and deletion policies.
- We respect the confidentiality of our data, and do not share it outside the company, or send it to our personal email address

What it means for me

You must safeguard important data from corruption, compromise or loss, and secure the privacy, availability and integrity of the data available to you. You must delete data that you no longer need in line with our data retention policies.

Our policies & guidance

- [Privacy](#)
- Data Integrity
- [Acceptable Use of Tech Resources](#)
- [Protection of Information](#)
- [Responsible AI Principles](#)
- [Responsible AI Policy](#) and standards

Our Principles. continued.

Our Company & Colleagues:

Inclusion & Belonging.

Our principle and why it matters

We are committed to achieving our purpose, while representing the diverse consumers and communities who rely on our brands everyday. Fairness, opportunity and inclusion are strategic priorities, and we aspire to provide equal opportunities for all employees, and those involved in our supply chain and business relationships.

It's important to us that Haleon is a place where all employees feel that they truly belong, so we work to mitigate bias and lead inclusively. We do not tolerate violence, harassment, threatening or inappropriate behaviour of any kind, including any form of sexual harassment.

We do not tolerate any discriminatory behaviour based on race, colour, language, caste, nationality or social origin, indigenous status, religion, disability, gender, marital status, sex, sexual orientation, union membership, political opinion, pregnancy, veteran status, age, or any other characteristics protected by law.

Inclusion and Belonging are essential foundations of an inclusive culture, where different backgrounds and views are valued and respected – to serve the needs of our consumers and unleash the full potential of our people.

What it means for me

We must all strive to create an environment that represents the different backgrounds and experiences of our consumers, the communities who rely on our brands and where everyone can reach their full potential and perform at their best.

You must treat everyone with dignity, respect and fairness, to foster a culture where differences are valued, and all feel safe, heard, and empowered to thrive.

Our policies & guidance

→ [Inclusion and Belonging Policy](#)

Our Principles. continued.

Our Company & Colleagues:

Fair Competition.

Our principle and why it matters

Fair competition promotes innovation, keeps prices fair, and maintains the quality and choice of products and services. It benefits consumers and customers, as well as our business.

We conduct business in full compliance with the competition laws of the countries in which we operate. We do not provide or receive non-public information from competitors regarding price, costs, product supply, strategies, customers, marketing plans or other sensitive information, direct or through third parties. We will not use our market position to gain unfair advantage over competitors.

What it means for me

You must follow the guidance and comply with the requirements and principles of the Competition Law Policy.

Consult with Legal before discussing a project with a competitor or attending a trade association meeting or other event where a competitor might be present.

Our policies & guidance

→ [Fair Competition Policy](#)

“Following our competition law policies means that we can be proud when we win market share, because it means we won by serving consumers best, not by manipulating the rules.”

David Linsenmeier, Head of Business Unit, LatAm, Haleon

Our Principles. continued.

Our Company & Colleagues:

Financial Integrity.



Dawn Allen

Chief Financial Officer

Our principle and why it matters

We are committed to financial integrity and fraud prevention. All financial information – whether maintained internally or shared externally – must be accurate, complete and timely. We ensure this through transparency, and strong, effective controls.

Examples

- We follow strict rules when handling financial records and transactions.
- We don't falsify or delay records, act outside our authority, or process transactions without proper approval.
- All payments and financial activities must be transparent, accurate, and properly documented.
- We do not process any transaction that may relate to wrongful activity
- We only provide access to financial systems to those with the right roles and permissions.

Financial integrity is essential to Win as One. It supports sound business decisions and enables us to comply with our commercial, legal and regulatory obligations. It also meets our customers, consumers and stakeholders' expectations of us as a trustworthy and responsible business partner.

What it means for me

You understand that the integrity of our financial information is essential to Win as One.

You ensure that financial transactions are appropriately authorised, accurately recorded and supported by auditable records.

When committing the company to expenditure, you follow the Grant of Authority standard and relevant procurement procedures.

Our policies & guidance

- [Buying Goods and Services Policy](#)
- [Grant of Authority Policy](#)
- [Prevention of Bribery, Corruption and other Financial crimes Policy](#)
- [Standards – Governance of Contracts and Legal Agreements, SOx Standard](#)
- Others – Finance Manual, [D&T Sox Compliance Hub](#)

“Robust internal controls and transparent financial reporting protect us, enhances investor confidence and fosters a culture of ethical leadership.”

Our Principles. continued.

Our Company & Colleagues:

Gifts, Hospitality and Entertainment.

Our principle and why it matters

Giving or receiving gifts, hospitality or entertainment (GHE) can help build strong business relationships, but only when done right. If it's too generous, poorly timed (like during ongoing negotiations or tenders), or is not recorded properly, it could look like a bribe.

We make sure that GHE are only offered or accepted if modest, occasional, appropriate and transparent. They should never influence decisions or give impression of favouritism. That means making clear, thoughtful choices that reflect our values and protect our integrity, wherever we do business.

Examples of inappropriate GHE:

- Giving or accepting GHE during sensitive times like tenders, contract renewals, negotiations, or sales pitches. It's not appropriate.
- Any GHE that could affect – or even appear to affect – your judgment or decisions.
- We don't give to or receive GHE from Government Officials. We may exceptionally allow modest hospitality or low-value branded items during business meetings, but only if local laws allow it.

What it means for me

You follow the GHE Policy to ensure compliance with approvals, financial thresholds and frequency limits.

You log all GHE in the online GHE Tracker, except low-value branded items.

Our policies & guidance

→ [Gifts, Hospitality and Entertainment Policy](#)

Our Principles. continued.

Our Company & Colleagues:

Health, Safety and Wellbeing.

Our principle and why it matters

Haleon’s purpose is to deliver better everyday health with humanity. Bringing this to life internally means creating a thriving work environment that enables us to be healthy, safe and well, so that we can be our best selves at work. We take care of each other. Nothing is more human than keeping one another safe, healthy and well.

When we are empowered to manage our own health, safety and wellbeing, we’re likely to be more engaged, committed, creative and willing to go the extra mile.

This helps to keep us all safe and well and positively impacts our performance, culture, consumer experience, and ultimately our company’s reputation and success.

What it means for me

You take responsibility for managing and mitigating workplace risks and championing safe practices by following our policies, standards, procedures and lifesaving rules.

You understand that keeping our employees safe is crucial to our reputation, culture and licence to operate.

Our policies & guidance

- [EHS Policy](#)
- [Environmental Health and Safety Standards](#)
- [Behavioural Safety Programme \('Pause'\)](#)
- [Human Rights Policy](#)

Our Principles. continued.

Our Company & Colleagues:

Insider Trading.

Our principle and why it matters

We do not engage in insider trading or use non-public information that could manipulate the price of Haleon’s shares, either to our own advantage or for another person. This also applies to any other company with which we do business.

The public and our investors must be able to rely on our business integrity. Using inside information to illegally trade or influence the shares of Haleon or any other company with which we do business is a criminal offence punishable by a fine and/or imprisonment.

What it means for me

You must not trade in Haleon’s shares when you possess materials non-public information (known as insider trading).

You may not disclose material non-public (‘inside’) information to other people, including family members and friends, relevant to them trading shares.

You must adhere to the respective principles, policies and applicable regulations.

Our policies & guidance

→ [Share Dealing Code](#)

Our Principles. continued.

Our Company & Colleagues:

Protecting our Company Assets.

Our principle and why it matters

We need to protect our property, our consumers’ and customers’ information, to be a trusted company. We must all take responsibility for our physical and intangible corporate assets.

Examples

→ Physical assets include items such as money, products, vehicles, mobile devices, laptops and tablets. Examples of intangible assets include employee time and intellectual property.

→ It is a Code violation to use a corporate laptop to run a family business or use corporate fuel cards for a personal vehicle.

What it means for me

You must ensure that Haleon’s property is only used for proper business or management approved purposes.

You must protect our assets against damage or misuse.

You must only use confidential information for its intended purpose as part of your duties, and protect it at all times.

Our policies & guidance

→ [Global Records Retention](#)

→ [Protection of Information](#)

→ [Acceptable Use of Tech Resources](#)

Our Principles. continued.

Our Company & Colleagues:

Third Party Management.

Our principle and why it matters

We strive to only conduct business with third parties that commit to maintaining high ethical standards and operating responsibly.

We rely on our suppliers to help us achieve our targets and deliver our purpose. Maintaining consistent standards and behaviours, including complying with all relevant laws and regulations, helps build trust and valuable relationships – both with our stakeholders and suppliers.

We follow robust processes for the appropriate level of due diligence, contracting and monitoring, and using approved buying channels. This ensures that we work only with suppliers that align with our standards and bring the most value to our organisation.

What it means for me

You must follow the Third Party Risk Management standard to conduct appropriate levels of due diligence and risk management when working with Third Parties.

You must not make any payments to third parties without following the appropriate and documented processes, including the review of performance documentation by management with the necessary level authority.

Our policies & guidance

- [Third Party Risk Management standard](#)
- [Grant of Authority for Transactions](#)
- [Buying Goods & Services](#)
- [Prevention of Corruption and other Financial Crimes Policy](#)
- [Supplier Code of Conduct](#)



Our World.

These principles shape our interactions with the world, from anti-bribery and corruption, to human rights and sustainability.

Our Principles. continued.

Our World:

Human Rights.

Our principle and why it matters

We are committed to respecting and promoting human rights – from employees to suppliers and business partners, working collaboratively with stakeholders to embed these values in our activities and value chain.

Examples

- We seek to ensure there is no child labour, no harmful or inhuman treatment and no forced labour or human trafficking.
- We seek to ensure that there is safe and decent work for young workers, fair working hours, remuneration and employment conditions, and that we conduct business with integrity.

Human rights are the basic standards that all people are entitled to in order to live with dignity. They include the right to health, privacy, education and the protection of children. We respect human rights in our endeavours and recognise the possible consequences for failing to do so, including reputational damage and loss of trust of our stakeholders. By failing to do so, we risk significant fines, reputational damage, loss of consumer trust and low investor preference.

What it means for me

We must all strive to prevent, mitigate and remediate adverse impacts that our business activities or business relationships may have on the human rights of everyone associated with Haleon. This includes colleagues, customers, consumers, people working in our supply chain, and those living in the communities where we operate.

You are expected to speak up if you identify abuse or have concerns.

Our policies & guidance

- [Human Rights Policy](#)
- [Third Party Risk Management SOP](#)
- [Supplier Code of Conduct](#)
- [External Workforce Policy](#)

Our Principles. continued.

Our World:

Sustainability.

Our principle and why it matters

We embed sustainable business practices within our company and through our brands. This helps ensure that we make better everyday health more inclusive, sustainable and achievable.

Running a responsible business is a strategic imperative for Haleon and is hardwired into how we do business. As a company driven by deep human understanding and trusted science, Haleon is well-positioned to recognise and understand the social and environmental barriers that hold people back from achieving better everyday health. We want to support and empower people in taking charge of their health and wellbeing, while minimizing our impact on the environment, aligned with our purpose of delivering better everyday health with humanity.

What it means for me

You must comply with all applicable environmental laws, regulations and Haleon’s policies governing environmental and social impact.

You are expected to escalate any incidents that may result in an environmental violation or adverse impact, as well as incidents which may impact the health, safety, wellbeing or human rights of people working for Haleon and in our supply chain, in accordance with defined escalation procedures.

We encourage everyone to continually identify opportunities to improve our environmental and social performance.

Our policies & guidance

→ [Environmental Sustainability Policy](#)

→ [Environment, Health, Safety and Wellbeing Policy](#)

→ [Human Rights Policy](#)

→ [Supplier Code of Conduct](#)

→ [Third Party Risk Management SOP](#)

Our Principles. continued.

Our World:

Prevention of Bribery, Corruption and other Financial Crimes.

Our principle and why it matters

Bribery, corruption, and financial crime break trust, damage our reputation, raise business costs, and have serious consequences for individuals and our company. Most importantly, they stop people from getting the healthcare they need and prevent us back from achieving Win as One the right way.

We do not tolerate financial crime in any form. This includes bribery, corruption, fraud, money laundering, and tax evasion.

Examples where extra care is needed

- Working with Government Officials (like elected representatives or employees of state-owned companies) carries extra risk, as they are held to a higher legal standard.
- Some Third Parties, such as Agents, Consultants, Suppliers and Distributors who act on our behalf are considered 'Associated Persons'. If they break the rules, even if we didn't know or ask them to do so, we can be held legally responsible for their actions. As Associated Persons bring additional risk, they are subject to enhanced checks and controls.
- Gifts, hospitality, travel and entertainment (GHE) can be higher risk, as they might be seen as bribes or misused to hide bribes as normal business costs. GHE must be appropriate, and any T&E claims must be for legitimate business purposes only.

What it means for me

You must adhere to processes (e.g. restricting the use of cash) designed to manage the risk of bribery, corruption and financial crimes – regardless of what local customs or practices may be.

You must follow the rules on Gifts, Hospitality and Entertainment as set out on page 20 of this Code

You must comply with the rules on grants and political donations as set out on page 30 of this Code

Our policies & guidance

- [Prevention of bribery, corruption, and other financial crimes Policy](#)
- [Gifts, Hospitality and Entertainment Policy](#)
- [Grants and Donations Policy](#)

Our Principles. continued.

Our World:

Sanctions and Export Control.

Our principle and why it matters

We comply with the spirit and the letter of all law and regulations associated with trade compliance. This includes customs, procedures, sanctions, and export control laws and regulations.

Breaching rules on the trade of goods, or trading with embargoed entities or countries, can give rise to significant penalties and reputational risk.

Inaccurate customs declarations or failure to import or export goods without the appropriate documentation can result in similar negative consequences, as well as disrupting our supply chain. This can also mean additional customs duty payments, fines or penalties, loss of export privileges, shipment delays or even criminal penalties.

What it means for me

We always seek to maintain an open and constructive relationship with trade compliance authorities globally. We carefully choose the markets in which we operate, and we adhere to the laws that govern the distribution and use of our products.

When submitting customs declarations, you must ensure these are complete, accurate and filed on a timely basis.

You must not conduct prohibited business activities with sanctioned parties, nor activities which can lead to breach of sanctions or export control.

It is your responsibility to understand any restrictions that apply to you, and to the activities you carry out for Haleon.

Our policies & guidance

→ [Trade Compliance Policy](#)

→ [Sanctions Policy](#)

Our Principles. continued.

Our World:

Grants and Donations.

Our principle and why it matters

We support grants and donations that have a valid and legitimate purpose, in supporting Haleon’s business interests. They must comply with applicable laws, regulations and codes of practice in the communities in which we operate.

Our policy helps us to operate transparently and free from political ties, enabling us to focus on putting consumers first. It also helps to manage the risk that donations may be misused for bribery, or to support terrorism or violate sanctions obligation therefore we have robust controls in place to manage them.

Examples:

- Grants and donations are awarded in response to an unsolicited request, and the value of the grant or donation is proportionate to its purpose.
- We do not make political contributions to any individual or organisation in any country in which we operate. Staff contributions to, and lawful activities of the US-based Political Action Committee (PAC) are unaffected by the principle of non-political contribution by the Group. Staff may attend, on behalf of the Group events arranged, sponsored and/or funded though a Political Action Committee (PAC).
- Corporate memberships of non-trade organisations or of scientific societies, or those made for charitable events are permissible.
- Grants and donations are made transparently, and we retain the right to publicly disclose the recipient’s name and the amount of the grant or donation. We also require the recipient to disclose our support.

What it means for me

If involved in this activity, you have a responsibility to check whether any grants and donations made are in line with our expected standards and follow any required procedures. This includes confirming eligibility, completing a risk assessment, confirming proportionality, and identifying any potential conflict of interest.

You must refer to your country’s ‘Grants & Donations Committee’ to receive necessary authorisation.

You must also get authorisation from the appropriate governing body.

Our policies & guidance

→ [Grants and Donations Policy](#)

More information. **More power.**

Our Code is just the beginning.

If you need to know more, we have everything you require, from written standards and videos, to training materials and case studies, giving you the power to make the right decision – to take the best course of action and Win as One, the right way.



Further information. **Essential support.**

If you need to know more about the topics we cover in the Code, you can access a wealth of useful help and support in our **Ethics & Compliance Hub**.

→ Search Haleon Intranet

Simply type in relevant keywords on Search Haleon Intranet to find related resources including tools, checklists, videos and more.

→ Use our written standards

Our library of written standards includes policies and SOPs that provide information about your responsibilities to always do the right thing, with humanity.

→ Explore My Learning

On our learning hub you'll find a range of dedicated training on many of the topics covered in our Code.

→ Discover our case studies

These provide helpful examples of real-life situations, giving you essential advice for any ethical dilemmas you may encounter.

