

HALEON

Human rights

Our policy



Background

Our purpose at Haleon is to deliver better everyday health with humanity. This means we will always strive to do the right thing and take responsibility to respect and promote human rights wherever we do business.

As a multinational organisation with global reach, we are committed to becoming a role model in respecting, protecting, and promoting human rights across our value chain.

Human rights are the basic rights and freedoms that belong to everyone, regardless of who they are or where they live. Our policy applies to all our workers, partners, suppliers, and customers.

We are committed to following the UN Guiding Principles on Business and Human Rights (UNGPs) and the Organisation for Economic Co-Operation and Development's (OECD) Guidelines for Multinational Enterprises which include ensuring we have policies and processes to prevent, mitigate and remediate potential and actual adverse human rights impacts. We are also committed to upholding the Universal Declaration of Human Rights and the core labour standards set out by the International Labour Organisation (ILO). Haleon is a signatory to the UN Global Compact and is committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company. We support the transparency requirements of the UK's Modern Slavery Act and similar legislation. Haleon supports a partnership approach, working with others who have the mandate, competence, and capacity to facilitate change and ensure respect for human rights. We are guided by our own values to use our influence appropriately, and we will seek to work with others to effect change where possible.

As an employer we are:

- Committed to providing a fair salary and decent conditions of employment;
- Committed to equal pay for equal work;
- Committed to providing a healthy, safe, and secure workplace for all employees and contractors;
- Committed to exercising high standards of integrity in dealing with and protecting the Personally Identifiable Information (PII) of employees;
- Opposed to discrimination at work and committed to promoting diversity;
- Committed to promoting the personal development and dignity of every individual employee;

- Respectful of the right of employees to join an independent trade union, the right to collectively bargain, and of freedom of association; and
- Opposed to all forms of slavery, forced labour and exploitative child labour. We will work with appropriate partners to address this problem responsibly wherever we encounter it.

Doing business with respect for human rights

As a global corporate citizen, we respect the law and behave with honesty and integrity in all aspects of public life and demonstrate responsible leadership. As a member of local communities, we respect and promote the rights of all those within our sphere of influence in those communities.

As a purchaser of raw materials, manufactured goods, and services around the world, we strive to conduct business with third-party suppliers, business partners and collaborators who share our commitment to high ethical standards and operate in a responsible and ethical manner towards their workers – both directly and indirectly employed - and their own suppliers.

We aim to include labour rights clauses in our contracts with suppliers, business partners and collaborators which are based on the UN's Universal Declaration of Human Rights and the International Labour Organization's (ILO) conventions. The clauses are based on our third-party risk management process (TPRM) and the risk assessment undertaken.

As a consumer health company, we believe that the rights, dignity, and safety of people using our products, both during and after their development, are paramount. We monitor rigorously the safety of our products to protect consumers' well-being, and that of people involved in the R&D and manufacturing of products. We are committed to ensuring that the human rights of people taking part in our clinical research are protected, including through the informed consent process and procedures to protect patient privacy. For more information, please see our **position on product and ingredient safety**.

We strive to make our consumer health products as widely available as possible while running our business in a sustainable way. Our contribution to improving healthcare in developing countries through providing a range of products is vital in supporting this principle. It may be necessary to cease to trade in countries when required to by law or where it becomes impossible to act in accordance with our own values.

Understanding labour rights

Here we provide more detail on the labour rights that must be respected by Haleon and all suppliers to promote decent working conditions. These standards represent a minimum and do not preclude third parties from adopting higher standards.

No use of child labour

Child labour shall not be used. Child labour is defined by the ILO as; 'work that deprives a child of their childhood, their potential and their dignity, and that is harmful to their physical or mental development including by interfering with their education.'

Third parties shall ensure they do not employ workers younger than 15 in line with the ILO Minimum Age Convention 138 or below the country's legal minimum age for employment or the age established for completing compulsory education. Robust age verification checks should be in place to ensure this expectation is met.

When young workers (those under 18 years of age but above the legal working age) are employed, they must not do work that is mentally, physically, socially, or morally dangerous or harmful or interferes with their schooling. Young workers must be afforded extra protection and must not be employed in hazardous work, which includes (but is not limited to) working at night, working overtime, being exposed to chemicals, pesticides, machines or tools, dust or excessive cold, heat or noise. Workers under the age of 18 must be subject to an appropriate risk assessment and regular monitoring of their health and working conditions.

Employment is freely chosen

All work must be conducted on a voluntary basis, not under threat of any kind. There must be no use of forced labour, bonded labour, indentured labour, or involuntary prison labour. Workers should not pay for a job or pay any monetary deposits on starting work. Workers must not be required to lodge original identification papers or have their freedom of movement denied. Workers must be able to leave their employer after reasonable notice, the period of which should be agreed upon engagement, and should receive all owed salary.

A safe and healthy workplace is provided

All workers must be provided with clean and safe conditions in all work and residential facilities. Workers should have access to clean toilet facilities, potable water, and if applicable, hygienic food storage. Adequate steps to prevent accidents and injury arising out of, associated with, or occurring during work, must be taken by minimising the causes of occupational hazards. In the event of an occupational accident or incident, emergency healthcare must be provided to workers.

Health and safety information and training should be provided to workers, so they are able to understand the hazards, risks and control measures associated with their job. At least one senior management representative should be assigned responsibility for health and safety and a risk-based management system should be implemented with clearly defined accountabilities for maintaining it.

Our Global Security Policy confirms our commitment to protecting our people, property, assets, brands, and reputation in accordance with the Company's Code of Conduct and human rights legislation.

No discrimination is practised

All workers must be treated with respect and dignity. The employment relationship must be based on the principle of equal opportunity and fair treatment. This means that workers must not be discriminated against based on race, colour, religion, ethnicity, disability, gender, sexual orientation or gender identity, political affiliation, union membership or marital and/or pregnancy status in any hiring or employment practices. The rights of minority and vulnerable groups must be protected, including the rights of women.

No cruel or abusive treatment

Third parties must provide a workplace free of harsh and inhumane treatment, including any corporal punishment, mental, physical, sexual, or verbal abuse and no threat of any such treatment or other forms of intimidation.

Written disciplinary procedures should be established and explained to workers in terms that are clear and understandable to them. Disciplinary and/or performance management actions should be recorded and explained to workers. Workers must

have the right to trade union or other appropriate representation at disciplinary action which may lead to significant disciplinary penalties or dismissal.

Fair wages and benefits

All third parties must pay at least the statutory minimum wage, or a fair representation of the prevailing industry wage, and provide all legally mandated benefits and paid leave. Wages should always be enough to meet basic needs and to provide some discretionary income.

A transparent process must be established to ensure that workers are compensated in a timely manner and fully understand the wages that they receive.

Working hours are not excessive

Third parties must ensure that working hours comply with national laws and collective agreements. Standard weekly working hours, excluding overtime, must be defined by contract and not exceed 48 hours per week and eight hours a day, to ensure a safe and healthy working environment and adequate rest time between shifts. The total hours worked, including overtime, in any week must not regularly exceed 60 hours in a single week with a minimum of one day rest per week.

Working hours may only exceed 60 hours in a single week if any of the following conditions are met: this is allowed by national law; this is allowed by a collective agreement freely negotiated with a workers' organisation representing a significant portion of the workforce; appropriate safeguards are taken to protect the workers' health and safety; and the employer can demonstrate that exceptional circumstances apply such as unexpected production peaks, accidents, or emergencies.

All overtime undertaken over and above the standard working day/week, as agreed upon engagement, must be voluntary. Workers should receive clear communication about whether overtime is required and the wages to be paid for such overtime. Any overtime undertaken by workers should be compensated at a rate no less than one and one-quarter times the regular rate.

Freedom of association

We are committed to providing a collaborative work environment with direct communication between management, employees, and where employees have chosen to organize within an appropriate framework, their representatives.

At Haleon, we respect the legal rights of all employees to establish and join labour organisations and trade unions for the promotion and defence of their interests and have zero tolerance to any subsequent discrimination, harassment or relation detrimental treatment towards employees or their representatives as a consequence of employees exercising such rights or performing their role as a representative.

The right to negotiate collectively is equally respected. In countries where the right to collective bargaining is restricted by law, or where employees have not elected or appointed representatives, or where the Haleon legal entity has lawfully decided not to recognize a labour organization, we will seek alternative means to ensure open communication and dialogue between employees and management.

Working with Third Parties

Our Working with Responsible Third Parties Position outlines our expectations of the standards we expect suppliers to meet. This includes human rights issues such as forced labour and child labour. As part of our commitment to diversity and inclusion, we aim to support supplier businesses run by groups that are under-represented in the supply chain such as those owned by women, minorities and veterans. Through our supplier diversity programmes, we also engage with and mentor small and diverse businesses and help them identify potential areas for growth.

Our Third-Party Risk Management (TPRM) process seeks to proactively assess risks across our supply chain. As part of this process, we carry out risk assessments and due diligence to understand the environmental, social and human rights performance of new suppliers and partners, and to identify labour rights risks. We use external assessment tools and services to assess human rights risks.

Training and Capacity Building

We are committed to building knowledge and capacity across the business to respect human rights. An e-learning course that introduces human rights at Haleon will be made available to all employees during 2023. Additional bespoke training is provided to specific functions to build capacity. All employees are provided with mandatory training on our Code of Conduct which includes information on human rights and how to report concerns.

Community and land rights

Communities can be impacted by business operations in a number of ways, for example, through environmental pollution impacting their right to clean water or health. Communities, including Indigenous Peoples, can also be impacted by land acquisition or use. Haleon and its suppliers must not exploit resources to the disadvantage of local communities. The land rights of local and Indigenous communities must be upheld and the process of Free Prior and Informed Consent must be respected.

Grievance mechanism

Our grievance mechanism is called 'Speak Up' and it is available to all Haleon employees, contractors, suppliers, workers in our supply chains, communities where we operate and anyone outside of our business who has a concern or sees something that is not in line with our policies, our standards, or the law. Third parties must also provide a grievance mechanism for workers to raise occupational concerns.

Concerns can be reported as part of Speak Up through the following channels: telephone, web portal, e-mail, or mail. These channels are managed independently of Haleon and are available globally in multiple languages.

When we receive a concern through Speak Up, we will apply our investigative principles of humanity, confidentiality, proportionality and safeguarding to the matter you raise. Your concern will be looked at in detail by colleagues in Investigations, Legal and HR, and, if appropriate, a formal investigation may take place. Once we have established the facts, we will ensure that the concern is addressed in an appropriate way. As the person who reported the concern, we will

give you feedback at the end of the process, even if we are unable to share the outcome in detail.

All speak ups are treated in strict confidentiality. Where people wish to remain anonymous, we will respect this, but we do encourage you to identify yourself when speaking up to help us address your concern effectively. If you wish, we will take all appropriate measures to protect your identity and safeguard you from retaliation.

*More information can be found in our **Speak Up policy**.*