



OUR HUMAN RIGHTS

DUE DILIGENCE PROGRAM



Genomma Lab.®
Internacional

HUMAN RIGHTS DUE DILIGENCE PROGRAM

Genomma Lab Internacional conceives the Human Rights Due Diligence System as an ongoing process to **identify and manage** the risks and impacts associated with the **development of its operations and those of its supply chain**, taking into account the geographical, social and sectoral framework.

Introduction

To identify actual and potential human rights impacts, the company has carried out **detailed analyses by independent experts, as well as stakeholder consultations.**

The methodology for risk identification **considered the operational context (country risk) as well as the sector of activity (sector risk) in accordance with the recommendations of the Guiding Principles on Business and Human Rights and their Interpretation Guide.** This identification included all the company's countries of operation, including the 18 countries in which the company has a presence.

Identified risks

The list of identified risks and the affected stakeholders are described in the next graphic:



Suppliers

- Harassment and bullying
- Working conditions
- Child labour
- Forced labour
- Adequate remuneration
- Unethical behaviour



Employees

- Working conditions
- Health and safety
- Non-discrimination
- Freedom of association and collective bargaining



Consumers

- Communication and misleading advertising
- Shortcomings in customer service
- Adulteration and counterfeiting of medicines
- Non-compliance with due process in product recalls



Local communities

Families , Vulnerable groups, Indigenous communities

- Environmental impact
- Adequate standard of living
- Public security
- Water resources

*The risk of human trafficking was considered in the initial analysis but when the company's process flow chart was analysed, it was discarded because it was not considered significant considering the characteristics of the industry and its operations.

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Our operations

The analysis for the identification and prioritisation of risks included **100% of the assets in the portfolio**, the set of corporate management operations and the analysis of the activity of 100% of suppliers in the value chain.

In addition, the due diligence process included direct consultation

with **82 suppliers and 14 customers** of the company in order to strengthen the process of identifying new human rights risks.

All Genomma Lab Internacional workplaces are within the scope of the prevention, mitigation and remediation measures proposed, for risks of very high and high significance.

Within this section, **a summary of the prioritised high and very high category risks is presented, as well as the prevention, mitigation and remediation measures** set

out in the action plan to be implemented in the short term. These will be reinforced by the controls already foreseen by the company.

Prioritised risks and prevention, mitigation and remediation measures

Risk: Acts of discrimination and harassment at work Category: High

Measures

- Alliances with organisations and social entities to promote employability and the inclusion of diverse groups in the workplace.
- Design of an Equality Plan aimed at avoiding any type of discrimination in the workplace.
- Development of monitoring and follow-up actions to ensure that there is no repetition of discriminatory behaviour and to evaluate the effectiveness of the measures taken.
- Development of assessments to identify and evaluate possible conditions and situations that cause harassment in the workplace.
- Compensation to the victim for any harm suffered, such as loss of job growth opportunities, emotional harm or stress. This may include access to medical and/or psychological support services.

Risk: Overexploitation of water resources Category: High

Measures

- Design of a stakeholder relations model aimed at providing concrete responses to the legitimate needs and expectations of employees and communities.
- Providing training sessions to employees on the importance of water and how they can contribute to its conservation.
- Updating the Sustainable Water Management Policy that establishes objectives and a work plan to optimise the water cycle.
- Community participation and collaborative management in the generation of solutions to water scarcity.
- Implementation of restoration programs to recover aquatic ecosystems affected by overexploitation of water.

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Prioritised risks and prevention, mitigation and remediation measures

Risk: Misleading communication and/or advertising Category: High

Measures

- Establishment of communication channels or development of focus groups so that advertising claims about new products can be discussed with potential consumers.
- Use of a Legal Tracker to manage the product information and labelling process.
- Elaboration of a Practical Use Guide that aims to avoid the issuing of advertising claims with misleading information (based on PROFECO's Misleading Advertising Procedure Guides).
- New advertisements or communications that clearly explain the real characteristics of the products.

Risk: Adulteration and counterfeiting of medicines causing harm to consumers' health Category: Very high

Measures

- Development of a consumer information campaign on the risks of counterfeiting and how to identify genuine products, providing clear and accessible information through various channels.
- Supply chain risk assessment (from raw material procurement to final product) to implement security, verification and audit controls to reduce infiltration of counterfeit and/or adulterated products.
- Evaluations of the effectiveness of current anti-counterfeiting strategies and implementation of improvements or new measures to prevent future incidences.
- Providing legal assistance to consumers so that they can understand their rights and options if they wish to take legal action against counterfeiters.





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