



ANTI BRIBERY & CORRUPTION POLICY STATEMENT

IPSEN LOGISTICS applies and continues to be committed to meeting the highest standards of ethical conduct and integrity in its business activities wherever it does business. Every employee and individual or organisation acting on **IPSEN LOGISTICS** behalf is responsible for conducting **IPSEN LOGISTICS** business honestly and professionally.

IPSEN LOGISTICS is convinced that bribery and corruption have a detrimental impact on business. We aim to carry out business in a transparent and ethical way and by helping to ensure that there is honest, open and fair competition in the sectors where we do business.

IPSEN LOGISTICS does not tolerate any form of bribery by or of its employees or any persons or companies acting for it or on its behalf. The Shareholders, Directors and management are committed to implementing and enforcing effective systems to prevent, monitor and eliminate bribery, in accordance with the UK Bribery Act (2010) and the United States Foreign Corrupt Practices Act (1977) amongst others.

IPSEN LOGISTICS has issued its Values and Code of Conduct which sets down the ethical behaviour expected of every employee. All employees are required to familiarise themselves and comply with this Values and Code of Conduct statement.

Bribery is defined as offering, paying, promising or giving, directly or indirectly, anything of value to another company's agent, representative, intermediary or employee, with the intent to influence the recipient's action in relation to that company's affairs or business. This includes facilitation or grease payments or any other unofficial payments for routine governmental action.

Employees are prohibited from making, soliciting or receiving any bribes or unauthorised payments. As part of our anti-bribery policies, **IPSEN LOGISTICS** is committed to only offer and receive transparent, proportionate, reasonable and legitimate hospitality, gifts and promotional expenditure or charitable giving.

A breach of this ethical behaviour policy by an employee will be treated as grounds for disciplinary action, which may result in a finding of gross misconduct and immediate dismissal.

The success of the anti-bribery measures depends on everyone playing their part in helping to detect and eradicate bribery. Therefore, all employees are encouraged to report any suspicious activity.

Hans-Christian Specht
Chief Executive Officer