

 Living a legacy of trust

Building a healthier world

We trust in the future and the role we play to protect and improve the health of people all around the world.

In This Section:

- ▶ Serve our communities
- ▶ Respect human rights
- ▶ Contribute to environmental sustainability

Serve our communities

Our belief that **everyone deserves to be healthy** inspires us and drives our work every day. Our work and the partnerships we form play a critical role in serving communities worldwide by advancing quality medicines and public health.

While our reach is global, we are also committed to our local communities. You are encouraged to take an active role in your community and participate in USP-sponsored activities. Your participation in USP-sponsored community activities is voluntary and you should never feel pressured or required to participate, either by financial contributions or your efforts or presence.

What's my role?

To ensure that our personal and corporate responsibility efforts are aligned with our commitment to ethics and integrity, please keep the following in mind:

- ▶ If you volunteer to help charitable organizations, be sure that your participation does not interfere with your work responsibilities and when you are representing USP, that you demonstrate an ethical and professional demeanor.

- ▶ When you volunteer with organizations as part of your work responsibilities, select organizations that align with USP values.
- ▶ Never pressure business partners, representatives or USP colleagues to support your favorite charities or causes.



Learn from the experience of your colleagues



When individuals commit to a cause, they have more power than they know to make a positive difference in the lives of others.



Respect human rights

We are committed to respecting the human rights and dignity of everyone. We will not tolerate abuse of human rights in our operations or in our supply chain.

We comply with all applicable laws pertaining to fair employment practices, freedom of association, privacy, collective bargaining, immigration, working time, wages and hours, as well as laws prohibiting forced and compulsory child labor, employment discrimination and human trafficking.

What's my role?

- ▶ You can support efforts to eliminate human rights abuses by taking action:
 - ▶ If you have any suspicion or evidence of human rights abuses in our operations or in the operations of our representatives, report your concerns to Global Compliance and Ethics or use any of the reporting channels in this Code.
 - ▶ **Remember that respect for human dignity begins with our daily interactions with one another and with representatives.** It also includes promoting diversity and inclusion, accommodating disabilities and doing our part to protect the rights and dignity of everyone with whom we interact.



Safeguarding children

In compliance with requirements for USAID-funded activities, USP abides by the following principles:

- ▶ Ensure compliance with host country and local child welfare and protection laws or international standards, whichever gives greater protection and with U.S. law where applicable;
- ▶ Promote child-safe screening procedures, particularly for employees whose work brings them in direct contact with children; and
- ▶ Prohibit employees from engaging in child abuse, exploitation or neglect;
- ▶ Consider child safeguarding in project planning and implementation to determine potential risks to children that are associated with project activities and operations;
- ▶ Have procedures for ensuring that employees and others recognize child abuse, exploitation, or neglect; mandate that employees and others report allegations; investigate and manage allegations; and take appropriate action in response to such allegations, including, but not limited to, dismissal of employees.
- ▶ Apply measures to reduce the risk of child abuse, exploitation or neglect;



Learn from the experience of your colleagues

Contribute to environmental sustainability

We are committed to complying with all relevant environmental laws, and we work to continuously improve our conservation efforts.

What's my role?

- ▶ Understand and comply with the environmental laws and procedures that apply to your job.
- ▶ Be proactive and look for ways to reduce waste and use energy and natural resources more efficiently.
- ▶ Recycle when you can and conserve paper by limiting printing.
- ▶ Promptly report any violations of environmental laws and procedures to the Environmental Health and Safety (EHS) team.
- ▶ Speak to the EHS team if you have any suggestions about reducing our environmental impact.



Learn from the experience of your colleagues