

Recruiting top talent is a critical component of our company's success. As a pharmaceutical company, we recognize that our employees are our most valuable asset. Their expertise, dedication, and innovation drive our mission to improve patient outcomes and advance healthcare.

Our recruiting principles are designed to attract, engage, and retain the best talent in the industry. These principles reflect our commitment to diversity and inclusion, ethical practices, and equitable opportunities. By adhering to these principles, we aim to build a workforce that is highly skilled and is aligned with our company's values and culture. We believe that diverse perspectives drive innovation and excellence, and we actively encourage everyone to apply and bring their unique strengths to our team.

These principles apply to every step of the recruitment process and to everyone involved in the process, whether they are a hire manager, recruiter, or candidate.

- **Commitment to Diversity, Inclusion and equal opportunity**
We are committed to fostering an inclusive and diverse workplace. Applications from candidates of all backgrounds are welcome (e.g. and not limited to different genders, races, ethnicities, sexual orientations, individuals with disabilities...).
- **Cultural Fit Assessment:**
We evaluate candidates not only for their skills and experience but also for their alignment with our company's culture and values.
- **Internal Mobility:**
We promote internal movement of employees to new career and development opportunities and publish open positions within the company on our systems.
- **Compliance and Ethics:**
We adhere to all-regulations and international labour standards and make that part of our Code of Ethics and company policies.
- **Candidates experience:**
We ensure a consistent and respectful experience for candidates throughout the entire recruitment process, from the initial awareness to onboarding.
- **Accountability of all stakeholders involved**
We ensure that all people involved in the recruitment process adhere to our principles, through trainings, supporting tools and clear roles and responsibilities.
- **Continuous Improvement:**
Recruitment strategies and processes are regularly reviewed and assessed. We gather structured feedback from new hires to identify areas for improvement and implement changes as needed.