

Global Employment Principles

At PolyPeptide Group, we value our co-workers and acknowledge that our global workforce is the key to our success. Our co-workers use their broad knowledge, expertise and experience in our customer projects. This is what we call the “Global support for a Quality solution”. Our core values are Innovation, Excellence and Trust. Therefore:

- We are dedicated in hiring, engaging and retaining a talented and diverse workforce around the world. Our workforce mirrors the communities in which we live and work. PolyPeptide Group value each co-workers for his/hers talents and embrace differences in perspectives and backgrounds. Our working environment is open and inclusive, where co-workers feel recognized and where talents can grow and develop together with us. We strive to provide competitive and fair levels of compensation and benefits relative to the industry and local markets in which we operate. Our associates have access to services and training that support their well-being and encourage personal and professional growth. We are committed to maintaining safe and secure work environments that reinforce the principles of integrity and respect.
- PolyPeptide Group supports and upholds the elimination of workforce discrimination through our employment practices and fair treatment approach. This means that we treat each individual with respect regardless of factors linked to a life situation ethical, background, sexual orientation, religion or gender. We respect each co-workers right to decide if he or she wishes to join, or not to join, employee or labor unions, and we comply with legal requirements worldwide regarding employee and third-party involvement.
- PolyPeptide Group has a strong engagement in society and acts in accordance with the laws and regulations in each market. We are strongly engaged in the rights of children and therefore our company condemns all forms of exploitation of children, does not recruit child labor and adheres to minimum age provisions of applicable laws and regulations. The Group also supports the elimination of all other forms of forced, bonded or compulsory labor. PolyPeptide Group acknowledges the principles contained in the UN Declaration of Human Rights.