

The Confidential Hotline is available for reporting the issues noted and is not a substitute for local grievance procedures or a channel to raise matters relating to terms and conditions of employment.

The 24 hour hotline is currently operated by Expolink UK and is available in all jurisdictions in which UDG Healthcare operates via the free phone numbers listed in the Expolink Freephone Listing on the Group's intranet site, "ICE", or by collect calling 0044 1249 661 808. Alternatively, a confidential written web report can be submitted through the Expolink website:

www.expolink.co.uk/whistleblowing/for-employees.



A Quick Guide to UDG Healthcare's Code of Conduct



The UDG Healthcare plc Code of Conduct

The Code of Conduct sets out our most important principles, which together underpin our vision and values. All of our employees throughout UDG Healthcare must abide by these principles, and by doing so they will help ensure our success. The purpose of this quick guide is to summarise your responsibilities under the Code of Conduct and also to let you know where you can find it, so that you can read it in detail.

Our principles - Your responsibilities:

Honesty & Integrity

- Always act in the best interests of the Group and avoid conflicts of interest.
- Only use our assets for legitimate and authorised business purposes.
- Take a zero tolerance approach to all forms of bribery or corruption.
- Give or accept gifts and hospitality only in accordance with our rules.
- Help ensure the honesty, accuracy and integrity of financial and other information relating to our business.
- Comply with all laws, rules and regulations applicable to your position with us.
- If you want to buy or sell shares in our company, follow our rules before doing so.
- Never make a political contribution in our name or identify us with any political party.

Respect

- Never tolerate any form of discrimination, harassment or abuse by or to any of our employees.
- Always comply with all of our health, safety and security policies.
- Never misuse medication, alcohol or drugs while on our business or on our premises.

Information and Privacy

- Respect the confidential nature of any personal data about fellow employees, customers or suppliers and always follow our rules about how such information should be used.
- Never disclose information relating to us or our people, customers, business, finances and operations to outside parties or fellow employees, unless authorised.
- Personal use of IT equipment is restricted and there is no right of privacy when you use these systems.
- Never speak publicly for us, unless specifically authorised to do so.
- Never use, discuss or disclose inside information relating to our business.

More Information:

The full Code of Conduct is on ICE (<http://ice.one.local>). The Code of Conduct applies to you and so you should read it.

If you wish to anonymously report:

- Breaches of the Code of Conduct
- Serious misconduct or breaches of the law
- Financial malpractice or fraud
- Serious quality or health and safety issues

Contact our confidential freephone hotline 0044 1249 661 808

