

West Pharmaceutical Services, Inc. Human Rights Policy Statement

Commitment

Every day West helps to improve the lives of millions of people around the globe. To do so, we hold ourselves to the highest standards of quality, integrity and respect – for our customers and ourselves. Together, we work as one team to provide value to our business partners and to ensure the safe and effective administration of lifesaving drugs to patients. Those values are at the heart of our Company's good reputation and success. They are in the hearts of every one of us. Our core values of respect and dignity for the individual, integrity, honesty and accountability enable us to meet the demands of our customers, our industry, and each other.

Approach

Our commitment is guided by the United Nations (UN) Guiding Principles on Business and Human Rights and is based on the International Bill of Human Rights and International Labor Organization (ILO). West is a signatory to the UN Global Compact and supports the 10 principles outlined in the UN Global Compact framework.

West will comply with all applicable laws and respect internationally recognized human rights, wherever we operate. In the rare situation that national law directly conflicts with international standards, West will seek ways to honor the principles of internationally recognized human rights.

Policy Rights & Obligations

Freely Chosen Employment

West and our business partners shall not use forced, bonded or indentured labor or involuntary prison labor. Employees also shall not be required to lodge papers or deposits on starting work.

Child Labor and Young Workers

West and our business partners shall not use child labor. The employment of young workers below the age of 18 is acceptable only in non-hazardous work and when young workers are above a country's legal age for employment or the age established for completing compulsory education.

Non-Discrimination

West and our business partners shall provide a workplace free of harassment and discrimination. Discrimination for reasons such as race, color, religion, age, gender, sexual orientation, ethnicity, national origin, ancestry, marital status, disability, political affiliation, military affiliation, or union membership is not tolerated.

Fair Treatment

West and our business partners shall provide a workplace free of harsh and inhumane treatment, including sexual harassment, sexual abuse, corporal punishment, mental or physical coercion and verbal abuse of workers and no threat of any such treatment.

Wages, Working Hours & Benefits

West and our business partners shall pay workers according to applicable wage laws, including minimum wages, overtime hours and mandated benefits. West and our business partners shall communicate with the worker the basis on which they are being compensated in a timely manner.

Freedom of Association

West encourages open communication and direct engagement with workers to resolve workplace and compensation issues. West and our business partners shall respect the rights of workers, as set forth in local laws, to associate freely, join or not join labor unions, seek representation and join workers' councils. Workers shall be able to communicate openly with management regarding working conditions without threat of reprisal, intimidation or harassment.

Privacy

West and our business partners shall respect individuals in a manner consistent with the rights to privacy and data protection. They shall use information about people appropriately for necessary business purposes, and handle and protect it in accordance with all applicable privacy laws.

Worker Protection

West and our business partners shall protect workers from overexposure to chemical, biological and physical hazards and physically demanding tasks in the workplace and any company-provided living quarters.