

Isabel Reig, acting as Chair of LABORATORIO REIG JOFRE, S.A. (hereinafter referred to as the "Company"), holder of the Spanish Tax Identification Number (NIF) A-96.184.882, duly domiciled in Spain, in Sant Joan Despí (Barcelona), carrer del Gran Capità number 10,

STATES:

- I. The Company complies with all the Spanish employment regulations regarding labor rights of its workers, applying the highest standards in this area and, in particular, by expressly complying with all the provisions of the Spanish Criminal Act ("*Título XV de los Delitos contra los Derechos de los Trabajadores de la Ley Orgánica 10/1995, de 23 de noviembre, del Código Penal*") and the Statute of Workers Rights Act ("*Real Decreto Legislativo 2/2015, de 23 de octubre, por el que se aprueba el texto refundido de la Ley del Estatuto de los Trabajadores*").
- II. In order to comply with all the recommendations of good corporate governance established for Spanish publicly traded companies by the Spanish National Securities Commission ("CNMV"), the Company Board of Directors approved in its meeting held on January 19th 2017 a work plan regarding the development and execution of corporate responsibility measures through the implementation of the corresponding policy in such matter.
- III. Additionally, being a commitment of the Company to comply with all the regulations applicable in the states in which it operates, either by itself or through any of its subsidiaries and, in particular, the labor regulations of these countries, the Company carries out a constant process of examination and evaluation of the abovementioned legislation, including, but no limited to, the British regulations on prevention of slavery as well as all those supranational rules which are applicable.

In witness whereof and for all pertinent purposes I hereby issue and sign this document in Sant Joan Despí (Barcelona) on date January 24th 2017,

Isabel Reig
Chair