



HR GLOBAL WEBCAST

COVID-19

1st of April 2020

Today's agenda

01 Introduction

03 Focus on key priorities

05 Conclusion

02 Dealing with covid 19

04 Adapt our ways of working



THANK YOU

All together against Covid-19!



Dealing with Covid-19



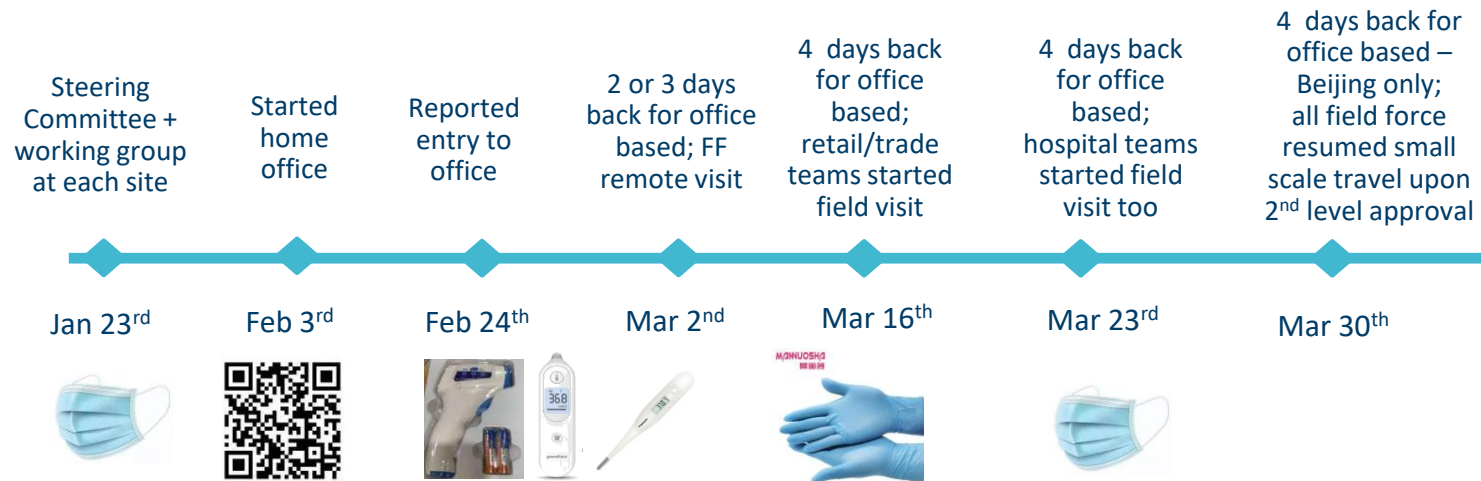
Testimonials from
Ipsen China
Ipsen Italy
Ipsen France

02 Ipsen China

Cindy Jin, VP China Human Resources



Status



The measures in place

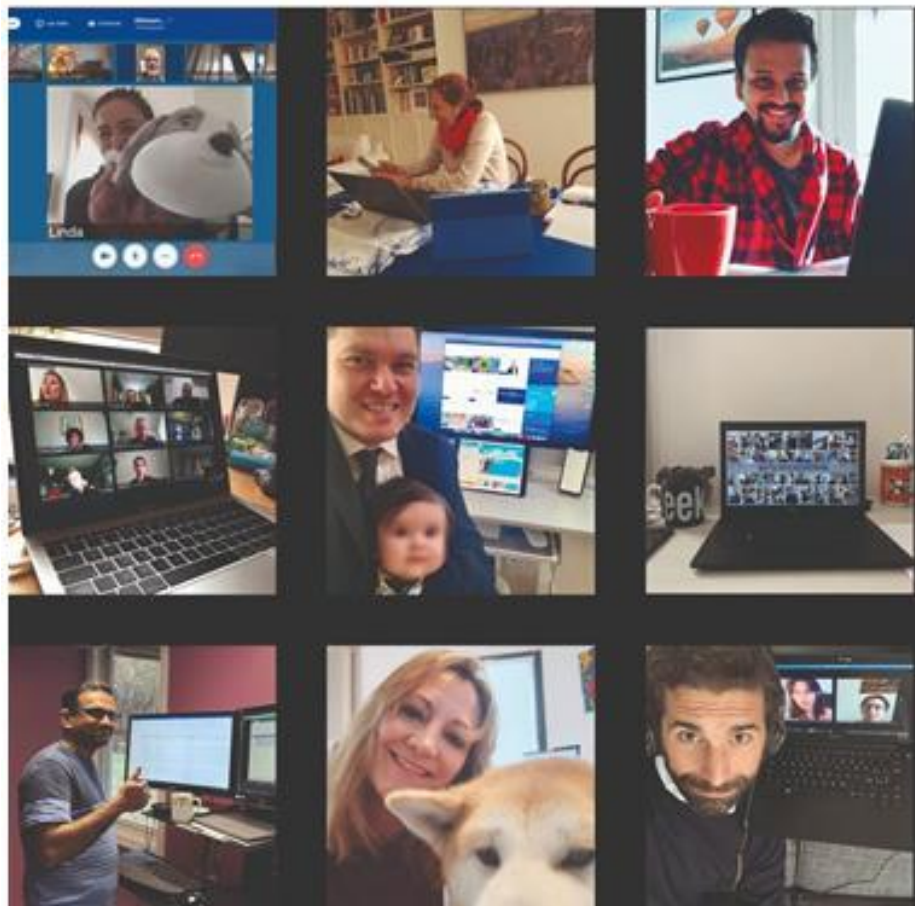
- Daily data collection: ALL Employee health info, travel info later with family members' health info through digital approach
- Daily follow-up with infected employees, and check those who are still not well
- Weekly email from China Human Resources on Company guidance for the following week

Great initiatives for our people

- Extra insurance for infected employees and family members
- Care allowance to employees in Hubei
- GM's focused group meeting with employees from Hubei

02 Ipsen Italy

Alessandra Benevolo, Italy HR & COUNTRY SERVICES DIRECTOR



#IpsenNeverStops

Status

Italy is on «lockdown» until April 3rd
 Only essential shops (Grocery stores, pharmacies...) remain open
 Several Regions extended the lockdown until April 15th
 The Central Government is very likely to follow it

The measures in place

SW for all employees (Field and main office) since February 24th
 Employees Assistance Program tailored to the situation (video /phone support)

Great initiatives for our people

- 1 Cross-functional Crisis Management Team
- 7 workstreams to deal with complex matters and prepare for the future
- Weekly communication: Virtual Townhalls (Agorà) and GM Mail
- #ipsennonsiferma internal and external campaign (motivational video, photos)
- Dedicated Spotify channel with shared music

02 Ipsen France

Cyrille Debar, VP HR FRANCE



Status

French government declared emergency state since 16th March and strict measures of social distancing for all French citizens.

Ipsen France = Home office for 70 % French employees
2 manufacturing sites (Dreux & ISS) are still in activity and Signes re open next monday

The measures in place

- Remote medical consultations with our medical insurance.
- Hotline for psychological support for our employees
- Short term leave to take care of family
- Giving guidelines for better home office conditions

Great initiatives for our people

A webradio have been set up for all French employees with 3 moments /day at 9am, 11:30am and 5pm featuring itws , Q&A , flash news. All itws are available as podcast to listen at any time.

03 Global HR : Focus on our key priorities

HRLT global work streams



- Sales Incentives Guidelines
- Premium shift & other productivity bonuses
- Benefits
- Recruitment strategy for coming weeks
- Individual and Collective Termination
- Talent Management process and calendar for first semester
- Employee data privacy
- HR Community
- Ipsen contribution to the fight against covid-19



Adapt
our way of
working

04 Adapt our ways of working & communicating

If you have any questions, please contact Marjorie Vincenti

HR for HR

- HR Global webcast
- HR INSIDER
- HR Community box documents
- **Specific webcast** on key topics /training /Q&A
- **Stay connected** with remote breakfast, morning briefings, team WhatsApp group.



HR for employees

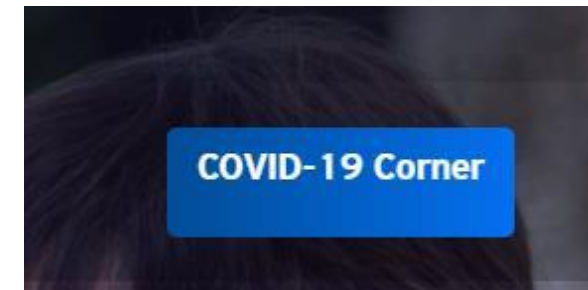
Local Business update
Safety of employees
HR programs
Administration /tips for remote work

- Regular emails
- Regional intranet pages
- Local newsletter
- Specific calls /webinar



Leverage global tools

- **Yammer** groups for a site/dpt/division
- **Teams & Planner** to better follow the flow of actions and exchanges within a team
- **Be*ONE** website where employees can show their support to their colleagues by sending digital cards
- **Ipsen PLANET** , with a new covid corner to follow all latest news+ weekly newlsetter



05 CONCLUSION: Take care HR

You take care of all your employees but don't forget about your team and yourself !



Prioritize & Adapt



Work/Life balance



HR solidarity

Thank you

