

Simulations Plus Corporate Policy: Human Rights

Policy Statement

Our vision at Simulations Plus is to improve healthcare with innovative science and technology. We do this by accelerating and reducing the costs of R&D for our Pharma customers so they can optimize treatment options and improve patient lives. We value integrity, commitment, innovation and respect.

To support our vision, mission, and values, Simulations Plus takes seriously the commitment and responsibility to respect internationally recognized human rights in the workplace. We are committed to supporting, respecting, and protecting human rights in our relationships with all employees, contractors, vendors, and business partners.

Commitment

Simulations Plus is committed to the protection and preservation of fundamental human rights around the world, and we are guided by international standards such as the OECD Guidelines for Multinational Enterprises, UN Guiding Principles on Business and Human Rights, The International Covenant on Civil and Political Rights, The International Covenant on Economic, Social and Cultural Rights, The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our mission is to support, respect and protect all these basic human rights both in our own business and in our business relationships with other parties and to ensure our company policies support these commitments.

We believe that dialogue with a wide range of internal and external stakeholders including employees, leaders, business partners and the community we serve is critical to respecting human and workplace rights. We are committed to continuous dialogue, development and refinement of our policies and practices, and to improving our technologies and how we provide them to fulfill our commitment to human rights.

Child Labor

Simulations Plus is committed to the abolition of child labor. Simulations Plus requires that its employees and any suppliers or business partners prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Forced Labor and Human Trafficking

Simulations Plus does not use, be knowingly complicit in, or knowingly benefit from the use of modern slavery including forced or involuntary labor.

Modern slavery takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty in order to exploit them for personal or commercial gain. Simulations Plus does not tolerate any form of modern slavery and human trafficking and we expect our employees and suppliers to commit to acting ethically and with integrity in all their business dealings and relationships.

Fair Compensation

Simulations Plus is committed to compensating employees equitably and competitively relative to the industry and labor market. Our policies aim to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Freedom of Association and Collective Bargaining

We respect our employees' right to form, join, or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

Anti-Discrimination and Harassment

Simulations Plus takes very seriously our responsibility of providing a workplace free from discrimination, harassment, and retaliation. We are committed in our recruitment and hiring efforts to providing equal employment opportunities to all applicants and employees regardless of race, color, religion, gender, age, national origin, ethnicity, marital status, sexual orientation, gender identity or expression, disability, or military status.

The basis for hiring, placement, development, training, compensation and advancement at the Company is a combination of qualifications, performance, skills and experience. We provide training to all our employees to avoid any act or actions that may suggest any form of harassment of any other person within the workplace, or in a work setting.

Diversity, Equity and Inclusion

Simulations Plus is committed to a culture that fosters and supports diversity, equity, and inclusion practices. We believe that we are made better by having a diverse and inclusive culture that seeks to provide every employee with respect and the opportunity to grow and contribute at their greatest potential.

We support the protection of the rights of individuals who have been historically disadvantaged in the workplace, including the rights of women, individuals from underrepresented ethnic/racial backgrounds, people with disabilities and LGBT+ individuals. We are committed to providing equal pay for equal work, and we periodically review our pay practices and processes to ensure compliance.

Safe and Healthy Workplace

As Simulations Plus is committed by our mission “to provide solutions that optimize treatment options and improve patient lives”, health is of the greatest importance. Our policy is to provide and maintain a safe, healthy and productive workplace for our employees and to continue through science to contribute to better, healthier people worldwide.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Simulations Plus will also be a smoke free, violence free and drug free environment.

Water

Everyone is entitled to have access to sufficient, safe, acceptable, physically accessible and affordable water for personal and domestic use. We respect and support the human need for sustainable water supplies, safe drinking water, and protection of both ecosystems and communities through proper sanitation.

Protecting People’s Privacy

Simulations Plus is committed to the ethical management of all personal information whether it is that of a customer, an employee or any other individual. Our privacy program and associated training reflects our commitment to being open and honest about how we collect, manage, use and disclose personal information, and we’re intentional about protecting it. We take reasonable precautions to protect personal information against loss, theft, misuse, unauthorized access, disclosure, alteration or destruction.

Governance

Trust, transparency, and accountability support Simulations Plus’s commitment to human rights. We require that all employees, vendors and business partners adhere to our Code of Business Conduct and Ethics, our foundation for making effective, ethical business decisions.

All employees are required to review and commit to our Code of Business Conduct and Ethics on an annual basis.

Simulations Plus is committed to managing and empowering our employees to preventing violations of this policy. Anyone can report a human rights concern through senior leadership or through our confidential whistleblower hotline at 661-383-0940.

This policy is governed by Simulations Plus’s Board of Directors. The executive team, including the Chief Executive Officer and Chief Financial Officer, oversee the implementation of these policies and coordinate our efforts to identify, address, train and report on our human rights risks and opportunities and foster a dialogue on these issues with human rights experts, employees, shareholders and other stakeholders.

Updated 2023. This policy will be reviewed regularly for any needed updates.