



Global Human Resources Philosophy

inVentiv Health Clinical (iHC) values and respects its employees and endeavors to create a positive and productive workplace. iHC aims to comply with all local and regional regulations related to employment practices in the more than forty countries in which we operate.

To this end, iHC:

- Treats employees respectfully providing fair compensation and employment benefits;
- Prohibits discrimination against employees for reasons of race, religion, sexual orientation or gender (or on any ground protected by local law);
- Prohibits sexual or other types of workplace harassment;
- Provides a safe working environment for our employees by prohibiting smoking in the workplace and having policies in place to reduce the incidence of workplace violence;
- Protects the privacy of our employees;
- Strives to achieve diversity in its workforce to make optimal use of talents offered by our people and the labor market;
- Recruits employees worldwide for management positions to better service local markets and represent their respective regions within the Company's management;
- Continually improves its recruiting and retention programs;
- Complies with laws and practices created to protect child labor;
- Recognizes and acknowledges individual effort and achievement by regularly evaluating job performance and providing feedback and personal recognition;
- Provides employees with a continuous learning environment and training in support of performance excellence and career development to ensure we provide sustainable value to our clients, protect the health and safety of our employees and study participants, and enable the personal development goals of employees.