All employees are engaged on permanent or fixed-term contracts in compliance with local labor laws. Approximately 12% of the workforce is on fixed-term research contracts, primarily in clinical development.

Foreign employees represent 7% of staff; all hold valid visas and work permits verified through quarterly HR audits. The company strictly prohibits child labor, forced labor, or unsafe working practices across its operations and suppliers.

Health & safety compliance is regularly reviewed, and the company achieved ISO 45001 certification in 2022.

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