

RECRUITMENT FRAUD NOTICE

It has come to our attention that fraudulent recruitment scams are being conducted by individuals or organizations claiming to represent PHARMASCIENCE or its subsidiaries. This type of fraud tends to occur through online services including fake websites, online job boards, or through unsolicited emails. The aim of the fraud is to mislead applicants via false employment applications to PHARMASCIENCE, with the intention of obtaining their personal information and obtaining their money.

Please note that ALL of our job openings are posted via our careers website (**carrieres.pharmascience.com**) at recruiting.ultipro.ca/PHA500/. If you applied for a position or received a notice for a position at PHARMASCIENCE and it does not appear on our website, please disregard it. We recommend that you do not respond to unsolicited offers of employment or offers that do not appear on the official website of PHARMASCIENCE.

Warning Signs of Potentially Fraudulent Activity

- **Poorly formatted documentation with spelling and grammatical errors.** PHARMASCIENCE takes great pride in making sure our hiring documentation, advertisements, and emails are error-free.
- **Receipt of communications from domain names not affiliated with PHARMASCIENCE.** The PHARMASCIENCE policy for email communications requires the sole use of "@pharmascience.com". Emails with a domain name not affiliated with PHARMASCIENCE, should be disregarded. Examples of domain addresses that PHARMASCIENCE does not use for any of its communications include "@rh-pharmascience.com", "@pharmascience-jobs.com", "@yahoo.com", "@yahoo.co.uk", "@gmail.com", "@gmail.ucsb.edu" and "@live.com".
- **Applicants are also contacted via various employment Websites,** such as Angel.com or Indeed.com where they have posted their profiles/resume from which information is scraped. Applicants are then referred to a fictitious PHARMASCIENCE website to schedule a phone interview and then presented with fraudulent job offers.
- **Requests for money transfers** are one of the biggest signs of potentially fraudulent activity. *Neither PHARMASCIENCE, its employees nor its outside recruiters require applicants to submit money for remote office setup, purchase of IT equipment, travel, immigration or visa costs, processing fees, or other expenses.*
- **Requests for personal information early in the process,** such as your address, date of birth, passport information, social insurance number, or banking details are also signs of potentially fraudulent activity. PHARMASCIENCE has a confidential and documented

communication process for requesting personal information once a formal offer has been made to the Applicant.

- **Insistence on urgency for you to act** on the correspondence received within very short time frames should cause concern and may indicate potentially fraudulent activity.

PHARMASCIENCE does NOT charge any fees to submit a job application to our company, nor do we ask for any payment to obtain a work permit when an offer is made. No personal documents apart from your resume is required. Furthermore, PHARMASCIENCE does not make any job offers without first meeting the candidates.

Legitimate information regarding career opportunities with PHARMASCIENCE can be found on our website at careers.pharmascience.com. If you have any concerns, see suspicious job advertisements, or receive suspicious communications that reference PHARMASCIENCE, please do your due diligence before responding or sharing any of your information. One recommended approach is to contact members of PHARMASCIENCE on LinkedIn that appear to be in HR to confirm whether the email or opportunity shared with you was indeed legitimate.

We advise you to contact the police, your bank, or credit agencies, if you believe you have been the victim of fraudulent activity, particularly if you have provided personal information, or banking information.

We thank you for your interest in PHARMASCIENCE.