



MODERN SLAVERY STATEMENT

We make this statement in line with section 54 of the Modern Slavery Act 2015 and to demonstrate our commitment to taking a robust approach to modern slavery and human trafficking.

PharmaPac (UK) Ltd. manufactures, fills and packs a wide range of pharmaceutical products within a MHRA licenced facility. The Company directly employees c. 133 colleagues, based on one site within the United Kingdom.

We utilise agency workers during peak periods. We use two agencies, Vital People and Recruit Right, both of whom are annually audited against the Ethical Trading Initiative (ETI) Base Code, which is an internationally recognized set of labour standards based on ILO conventions.

PharmaPac are members of Supplier Ethical Data Exchange (SEDEX) which assists companies to assess risks in their supply chains.

We recognize our responsibility to ensure we work with suppliers who have ethical processes and policies in place. The majority of our suppliers are UK based. We review our suppliers in terms of their Modern Slavery statements/policies. Those who do not publicise these are asked to complete a Supplier Questionnaire covering the ETI Base Code.

A SMETA (Sedex Members Ethical Trade Audit) audit of PharmaPac (UK) Ltd. was successfully undertaken during 2021 against the ETI Base Code.

Policies

Colleagues are encouraged to raise any concerns they have directly with line management, Directors or HR Department, either individually or via our Colleague Forum, which comprises colleague representatives from across the business.

In addition, we have a Confidential Reporting & Whistleblowing Policy which encourages colleagues to report concerns regarding unlawful or unethical conduct at work. Concerns may be reported internally or via a confidential external helpline.

Training

The Modern Slavery Act is discussed with our managers, supervisors, colleagues with purchasing authority and within our Colleague Forum.

The Modern Slavery Act is included in our Colleague Handbook, issued to new starters, and is publicized on company notice boards.

Approval

This statement has been formally approved by the Directors of PharmaPac (UK) Ltd.

October 2021