

**THIS STATEMENT IS MADE PURSUANT TO SECTION 54 OF THE ACT AND CONSTITUTES THE MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31ST DECEMBER 2019 FOR MUNDIPHARMA RESEARCH LIMITED.**

## **Overview**

Mundipharma Research Limited is a pharmaceutical company working in partnership with others to develop new medicines for patients with high unmet needs around the world.

We analyse the risks within our own business and our supply network annually based upon the industry we operate and the geographical locations in which we conduct business. We are not aware of any areas in our operations likely to lead to a breach of human rights and modern slavery laws. However, we remain committed to never knowingly dealing with any organisation connected to slavery or human trafficking.

Our business is committed to operating in an ethical and transparent manner. In line with that commitment we have incorporated the requirements of the Modern Slavery Act 2015 (the "Act") into our [Code of Business Ethics](#) and our compliance framework. We take the upholding of these high standards seriously and do not tolerate slavery or human trafficking within our organisation or from those whom we buy products or services.

## **Training, Communication and Raising Concern**

We aim to equip those employees who are involved in procurement activities, with both the knowledge and understanding of the importance of the Act and the role it plays in helping to eradicate modern slavery and trafficking. Information on the Act is also included as part of our induction process for new employees through our Induction Compliance Training and the Code of Business Ethics.

Mundipharma Research Limited has an environment which encourages open and frank two-way communication and its employees are required to raise any concerns of known or suspected violations of its Code of Business Ethics or of illegal or unethical business conduct. Any such concern can be raised in confidence without fear of retaliation, by approaching Management, HR, Legal or Compliance. Alternatively, individuals may report their concern, and if desired remain anonymous, through our independent Compliance and Ethics Hotline, which is available 24 hours a day and can be accessed through [iac.ethicspoint.com](http://iac.ethicspoint.com). Any concern raised will be fully investigated and acted upon as appropriate.

## **Employment Practices**

Our employment practices are compliant with applicable employment and health and safety legislation and, as a result, we are confident that there is no slavery or human trafficking

taking place within our organisation. Furthermore, we shall ensure that the employment agencies that we deal with are also fully compliant with the applicable legislation.

### **Due Diligence**

We will not work with any supplier that we suspect is connected in any way with slavery or human trafficking. As part of our compliance programme, we take steps to assure ourselves that we only partner with third parties that are fit and proper. This process includes screening for any potential red flags.

In addition to pre-contract due diligence, any new contracts will require suppliers to ensure all goods and services are provided to Mundipharma Research Limited in accordance with all applicable laws, including the Act. No contracts will be awarded to any supplier not able to comply fully with the Act.

### **Enforcement**

Any suspected breach of our compliance programme or of our Code of Business Ethics, including the Act, will be investigated and such investigations could lead to the termination of supplier contracts.

### **Conclusion**

Mundipharma Research Limited is not aware of any slavery or human trafficking taking place in its business or within the businesses of its suppliers. Mundipharma Research Limited will continue to raise awareness and to monitor supplier relationships in order to mitigate the risk of modern slavery. This Statement was approved by the Leadership Team of Mundipharma Research Limited on 3 July 2020.

A blue ink signature of Brian Sheehan, consisting of a stylized, overlapping loop followed by a horizontal line.

Brian Sheehan

Senior Vice President Innovation

A black ink signature of Dr James Leighton-Scott, featuring a series of fluid, connected loops.

Dr James Leighton-Scott

Senior Vice President Medical