



Modern slavery statement for financial year ended 31 December 2020

This statement is made by Advanz Pharma Services (UK) Limited on behalf of itself and all companies in the Advanz Pharma group which carry on business in the UK (collectively referred to as “Advanz Pharma”).

Advanz Pharma is committed to maintaining the highest ethical standards in its dealings with all parties involved in its business activities, including employees, vendors, contractors and third parties. As an example of this commitment, Advanz Pharma was the first pharmaceutical company worldwide to be certified by the British Standards Institution for its anti-bribery management system (BS 10500), a standard that it has maintained since the certification was awarded. Advanz Pharma is currently certified under ISO 37001.

This statement sets out the steps that Advanz Pharma has taken, and is continuing to take, to ensure that modern slavery, human trafficking or any form of indentured servitude are not taking place in any of its supply chains or in any part of Advanz Pharma’s own business.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to ensure that all our business operations are conducted in accordance with applicable laws, regulations, industry codes and norms.

Our business

We operate an international specialty pharmaceutical business, comprising a broad portfolio of medicines that are sold to hospitals, wholesalers and pharmacies in over 90 countries. Advanz Pharma specializes in the acquisition, licensing and development of off-patent prescription medicines, which may be niche, hard-to-make products. Advanz Pharma’s medicines are manufactured by a network of third-party manufacturers, predominantly in Europe and North America, and sold through a combination of direct sales and third party distribution channels. Advanz Pharma’s diversified product portfolio consists of more than 200 products, representing a variety of dosage strengths, formulations and geographic markets and covering a range of therapeutic categories, including endocrinology, neurology, ophthalmology, cardiology, anti-infectives and urology.

Our policies

We operate a number of policies to ensure that we conduct our business in compliance with all applicable laws and regulations and in an ethical and transparent manner. These include:

1. A Code of Conduct, applicable to all parts of the Advanz Pharma group.
2. An Ethics and Compliance Charter that establishes governance procedures.
3. An Anti-Bribery and Corruption policy, as described below.
4. A ‘Standards for Product Manufacturers and Suppliers’ global policy that requires manufacturers and suppliers to be committed to upholding the human rights of workers and to treating them with dignity and respect.



5. Recruitment policies – our policies set clear standards and processes regarding the selection and appointment of all staff, including conducting eligibility as well as background checks to safeguard against human trafficking and against individuals being forced to work against their will.
6. A Whistleblowing and Non-Retaliation policy. Openness is one of our core values. All employees know that they can raise concerns about how colleagues are being treated, or about practices within our business or supply chain, without fear of reprisals.
7. An Environmental, Social and Corporate Governance (ESG) policy. Our ESG policy demonstrates our commitment to integrate ESG best practices into all our activities. Our initial ESG Policy was implemented in 2015 and has been continuously updated to reflect the growing importance of the environment, social and governance related area.

In addition, integrity is one of our core values and forms a part of every employee's performance management process.

Appointment and Management of Business Partners

Our Anti-Bribery and Corruption policy ("ABC Policy") applies to our staff and all our manufacturers, suppliers, commission-based sales agents and distributors ("Partners"). The ABC policy sets out procedures which must be followed to ensure the orderly appointment and management of all Partners and to enable risk-based and informed decisions to be made on the appointment and management of Partners.

In addition any new appointed Partner as defined above should complete and execute an Anti-Bribery and Anti-Modern Slavery Declaration by which they confirm that i) they will comply with this Declaration in all their trading activities involving Advanz Pharma group companies, ii) no Bribery or Modern Slavery activities are committed by their company, directors, officers, employees, agents or representatives, iii) all their staff involved with any Advanz Pharma activities are reasonably informed about this Anti-Bribery and Anti-Modern Slavery Declaration, and iv) they will inform Advanz Pharma immediately if they become aware of any concerns or issues.

We regularly conduct training for our employees on the principles of the Modern Slavery Act. This training is included in employees' induction training and in annual refresher training.

Our performance indicators

We take a range of measures to monitor the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or Partners, including:

- regular dialogue with our business partners;
- ongoing performance management processes with our employees; and
- regular review of the effectiveness of our policies and process, in particular via the performance of regular internal and external Compliance audits.

Looking ahead

Advanz Pharma is committed to continuously improving the way it manages its business operations. As part of this commitment we will continue to review and improve our policies, processes and controls to ensure that modern slavery and human trafficking do not take place in any of our supply chains or our own business.



Approval for this statement

This statement has been approved on 14 May, 2021 by the Board of Directors of Advanz Pharma Services (UK) Limited on behalf of that company and its affiliates which carry on business in the UK.

Date: 14 May 2021

.....

Director