

**Mundipharma IT Services Limited**  
**Company No. 07485493**  
**(the “Company”)**

**Modern Slavery and Human Trafficking Statement**  
**Year Ending 31 December 2022**

**Overview**

The Company’s principal activity is the provision of IT services, the focus being on recognising and acting upon opportunities to deliver technological solutions to its customers as well as the improvement of patients’ lives.

The Company’s business is managed according to the founding principles which ensure that every aspect of the Company’s operations are managed in an ethical and transparent manner; always ensuring that all actions take account of what is right for all employees and stakeholders. This has led to the Company being cognisant to consider and incorporate as well as follow the requirements of the Modern-Day Slavery Act 2015 (subsequently amended by the Modern Slavery (Amendment) Bill 2021) (the “**Act**”) into its Company Handbook (encompassing those requirements within our compliance framework).

The requirements of our Compliance programme are an integral part of our business DNA, and it is this framework that enables and ensures that we protect all that we care about, our business, our people, our stakeholders, and our customers. We take these responsibilities seriously and in upholding these high standards, we do not tolerate slavery or human trafficking of any kind within our organisation or our supply chain.

We recognise that our supply chain can be complicated due to the nature of our products and the sector in which we operate, however we currently consider ourselves to be at low risk of exposure to slavery and human trafficking as it is our policy to always endeavour to never knowingly deal with any organisation connected to slavery or human trafficking.

We are not aware of any areas in our operations and supply chain likely to lead to a breach of human rights or the requirements of the modern slavery laws.

**Training, Communication and Raising Concern**

The equipping of those employees and senior members of the business involved in the supply chain and the procurement functions, with both the knowledge and an understanding of the importance of the Act and the roles that employees play in helping to eradicate modern slavery and trafficking is ongoing and is expected to maintain and nurture a commercial environment that is fit for purpose and deals with today’s global pressures.

Mundipharma IT Services Ltd has an environment which encourages open and frank two-way communication, its employees being encouraged and expected to raise concern of any known or suspected violation of its Code of Business Ethics or other illegal or unethical business conduct and practice. Any such concern can be raised in confidence without fear of retaliation, by approaching Management, HR, Legal or Compliance. Alternatively, individuals may report their concerns (while remaining anonymous), through our independent third-party Integrity Line, which is available 24 hours a day at [integrityline.mundipharma.com](https://integrityline.mundipharma.com).

Any concern raised are fully investigated to determine what action may be necessary.

## Employment Practices

Our employment practices are compliant with applicable employment and health and safety guidelines and legislation. As a result, we are confident that there is no slavery or human trafficking taking place within our organisation. Furthermore, we ensure that the employment agencies which we deal with have enshrined within their policies and processes mechanisms ensuring the identification of risks which are fully compliant with applicable legislation.

## Due Diligence

It is our aim to not work or enter any relationship with any supplier that we suspect is connected in any way with slavery or human trafficking. As part of our Compliance programme, steps are taken to carry out the required due diligence and on-boarding processes to assure ourselves that we only partner with reputable third parties carrying out their business practices in a fit and proper manner, in full compliance with the requirements of the Act.

## Enforcement

Any suspected breach of our Compliance programme, including the Act will result in appropriate steps being taken to investigate the potential wrongdoing. Such investigations could lead to the termination of supplier contracts.


## Conclusion

Mundipharma IT Services Ltd is not aware of any slavery or human trafficking taking place in our business or supply chain. Mundipharma IT Services Ltd will continue to apply appropriate risk-based due diligence processes as it strives to ensure that the Act continues to be fully embedded into its compliance programme.

We are committed to ensuring that Mundipharma IT Services is fully compliant with the new Government Modern Slavery Register requirements on an ongoing basis, ensuring that our Modern Slavery Statement is available on request.

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 2022, covering the period 1 January to 31 December 2022, for Mundipharma IT Services Ltd.

This statement was approved by the Board of Mundipharma IT Services Ltd on 29 June 2023.

DocuSigned by:  
  
Bryan Lea  
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Director

29 June 2023