

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

Modern Slavery and Human Trafficking Statement
Year Ending 31 December 2023

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 continue to be 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 (the “**Act**”) into its Company Handbook (encompassing those requirements within our Compliance Framework).

The requirements of our Compliance Programme continue to be an integral part of our business DNA, and it is this framework that enables and continually 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 area within 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 continual 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.

The Company has an environment which encourages open and frank two-way communication, its employees continually being encouraged and expected to raise concerns 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.

Any concerns 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 continue to 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 not to 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 conducting their business practices in a fit and proper manner, and 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 and mitigate the risks surrounding any potential wrongdoing. Such investigations could lead to the termination of supplier contracts.

Conclusion

The Company is not aware of any slavery or human trafficking taking place in our business or supply chain and undertakes to continually apply appropriate risk based due diligence processes as it strives to ensure that the Act continues to be fully embedded into its Compliance Programme.

The Company is committed to ensuring that they are fully compliant with the new Government Modern Slavery Register requirements on an ongoing basis, ensuring that our Modern Slavery Statement is available on request.

The Company makes this statement pursuant to section 54 of the Act and constitutes the Modern Slavery and Human Trafficking Statement for the Financial Year ended 31 December 2023, covering the period 1 January to 31 December 2023.

This statement was approved by the Board of the Company on 27 June 2024.

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Bryan Lea
Director

28 June 2024