



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 2021 for Mundipharma Research Ltd.

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 analysed the risks within our own business and our supply network following the introduction of the Modern Slavery Act 2015 (subsequently amended by the Modern Slavery (Amendment) Bill 2021) (the “Act”) and we do not believe our risk in our supply chains have changed since our previous Statement in 2020. 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 this commitment, we have incorporated the requirements of 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

Mundipharma Research Limited has a robust training program which includes annual HR related and Code of Conduct training. Moving forward we aim to equip those employees involved in procurement activities, with both the knowledge and understanding of the importance of the Act and the roles that employees play in helping to eradicate modern slavery and trafficking. Human rights concerns (and in particular any form of forced labour, child labour, slavery, or human trafficking) are specifically mentioned in our Third-Party Code of Conduct as practices that we require our suppliers to prohibit.

Mundipharma Research Limited has an environment which encourages open and frank two-way communication, and its employees are encouraged and expected 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 Integrity Line, which is available 24 hours a day and can be accessed through integrityline.mundipharma.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 aim not to 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. We operate a risk-based due diligence procedure covering third party intermediaries. The due diligence process involves assessing the third party, where appropriate, through completion of a questionnaire, business justification review and background checks on third party organisations.


Enforcement

Any suspected breach of our compliance programme or of our Third-Party Code of Conduct, 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 Board of Mundipharma Research Limited on 21 September 2022.

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Bryan Lea
Director

21 September 2022

Name and Title of Signatory

Date