

Modern Slavery Policy Statement

Section 54 of the UK Modern Slavery Act 2015 provides consumers with information regarding manufacturers and retailers' efforts to address the issue of slavery and human trafficking. At Piramal we strive to uphold human rights in all our business activities.

This statement constitutes Piramal Pharma Solutions UK's 2024 slavery and human trafficking statement which covers 1st April 2024 to 31st March 2025.

Piramal Pharma Solutions Morpeth, UK facility is a USFDA and MHRA inspected, fully integrated site which offers Active Pharmaceutical Ingredients (APIs) and oral solid drug product development, clinical supply, commercial manufacturing and packaging services to both innovators and generic pharmaceutical companies. We are part of a larger organization with operations across North America, Europe and Asia. We are a global leader in integrated solutions and offer a unique platform of services across the drug lifecycle – from drug discovery and development to commercial manufacturing of drug substances and drug products.

At Piramal Pharma Solutions, our focus is on serving as a 'Customer Centric' organization. We accomplish this by keeping the 'Patient Centricity' and Pulse of the Customer' at the heart of our mission. We are constantly evolving our internal processes, communication and program management in order to continue to provide the best service to our clients and effectively deliver our products and services to enable our Patients Centric ethos to be realized.

We are committed to acting ethically and with transparency in all business dealing including complying with the requirements of the UK Modern Slavery Act 2015. We recognise that slavery and human trafficking can occur in many forms. We have taken and will continue to take steps to ensure slavery and human trafficking are not taking place in any part of our business including our supply chains. As an equal opportunities' employer, Piramal is committed to creating and ensuring a non discriminatory and respectful working environment for its staff.

Through our supply chains we procure goods and services from UK and overseas suppliers. We audit our suppliers based on risk. We expect our suppliers to:

- Operate in full compliance with all applicable laws, rules and regulations.
- Conduct their business in an ethical manner, acting with integrity.
- Commit to upholding the human rights of workers and to treat them with dignity and respect.
- Provide a safe and healthy work environment.
- Operate in an environmentally responsible and efficient manner to minimize adverse impacts on the environment.
- Facilitate continuous improvement.

During 2024-2025 we will continue to develop staff awareness and ensure procurement strategies and contract terms and conditions include references to modern slavery and human trafficking. Promote whistleblowing through our Speakup Platform and Code of Conduct policy ensuring all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain without fear of reprisal.

Signed:


Position: Managing Director