

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 2021 slavery and human trafficking statement which covers 1 April 2020 to 31 March 2021.

Piramal Pharma Solutions Grangemouth, 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 organisation 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 "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.

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 that 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 chain 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 minimise adverse impacts on the environment
- Facilitate continuous improvement

During 2021 – 2022 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 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:  Date: 27-May-2021

Position: VP Formulations Operations UK