



UNIKERIS LIMITED

**MODERN SLAVERY STATEMENT FOR THE YEAR
ENDING DECEMBER 2025**

1 INTRODUCTION

This Modern Slavery Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by Unikeris Limited ("**Unikeris**") during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking in our business operations and supply chain.

Unikeris is committed to conducting business with integrity, fairness, and respect for human rights. We maintain a zero-tolerance approach to any form of modern slavery, human trafficking, forced labour, and child exploitation. Our dedication to eradicating modern slavery reflects our values as a business and underpins how we work with colleagues, suppliers, and stakeholders.

2 ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

2.1 OUR ORGANISATION

Unikeris is a UK-based pharmaceutical company, with a particular focus on the field of rare disease, operating from one site in the UK. Our Head Office is located at 333 Styal Road, Manchester M22 5LG.

We are part of the Chiesi Group, headquartered in Parma, Italy, which operates in 31 countries across Europe, Asia, North America and South America. As a Certified B Corporation¹ since 2019 the Chiesi Group is proud to be part of a community of companies working together for change, and taking part in collective action to advocate for a shared goal of a global economy that benefits people and the planet.

2.2 OUR SUPPLY CHAINS

Unikeris sources goods and services from suppliers across the UK and internationally. Unikeris also outsources services, including logistics services for warehousing and distribution.

At Unikeris, we are committed to upholding human rights and preventing modern slavery across our operations and supply chain.

We work collaboratively with partners who share our values, and our procurement policies align with the United Nations Sustainable Development Goals, the International Labour Organization (ILO) standards, and B Corp principles.

Our Group Code of Interdependence (Col), first developed in collaboration with strategic partners in 2019 and updated in 2025, sets a clear standard of conduct for suppliers, partners, and distributors. This framework is rooted in 11 selected United Nations Sustainable Development Goals (SDGs) and incorporates both mandatory requirements and improvement actions to encourage deeper commitments to ethical business practices.

Aligned with the Pharmaceutical Supply Chain Initiative (PSCI), the International Labour Organization (ILO) standards, and B Corp principles, the Col reinforces our dedication to human rights, fair labour practices, and environmental responsibility. Currently, more than 70% of Chiesi Group's annual strategic expenditure is directed toward suppliers who uphold the principles outlined in our Code of Interdependence, demonstrating our unwavering commitment to sustainability and ethical sourcing.

¹ Learn more at [bcorp.com](https://bcorporation.net)

Chiesi Group uses the EcoVadis platform to assess the sustainability and ethical practices of its strategic suppliers. In 2024, the Chiesi Group earned a Platinum Medal, placing it among the top 1% of companies for strong performance in environment, ethics, labour & human rights including modern slavery risk and sustainable procurement.

3. POLICIES AND COMMITMENTS

Unikeris is committed to upholding human rights and fully supports the Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

The Chiesi Group policies that address modern slavery and human rights include:

- Ethics and Transparency Policy
- Group Code of Ethics and Conduct
- Ethics & Compliance Guidelines.

The Chiesi Group's Human Rights Policy, published in 2023, reaffirms our commitment to prohibiting child labour, forced labour, harassment, abuse, and discrimination. It also emphasises freedom of association, health and safety, psychological safety, and work-life balance.

The Chiesi Group also operate a whistleblowing platform, "SpeakUp&BeHeard," that allows internal and external stakeholders to report concerns confidentially and without fear of retaliation.

4. DUE DILIGENCE AND RISK MANAGEMENT

Unikeris undertakes a risk-based approach to managing modern slavery risks:

- Due diligence checks are carried out in relation our suppliers.
- Supplier contracts include obligations to comply with the relevant modern slavery laws and our internal policies, including our code of interdependence.
- Non-compliance may result in the termination of contracts.

5. MONITORING, REPORTING AND REMEDIATION

We monitor the effectiveness of our anti-slavery initiatives through:

- Annual policy reviews and audits;
- Whistleblower platform feedback; and
- Internal reporting mechanisms.

We support and protect individuals who raise concerns in good faith and are committed to investigating and resolving any issues swiftly and fairly.

6. TRAINING AND AWARENESS

Employees of the Chiesi Group providing services to Unikeris are all given regular training on Unikeris' specific SOPs and Policies.

In addition to this, employees of the Chiesi Group providing services to Unikeris, read relevant Code of Conducts, Anti-Bribery & Corruption Policy and Anti-Slavery and Human Trafficking policies and complete an electronic declaration to say that they have read, understood and will comply with those and other relevant local policies.

7. LOOKING AHEAD: 2026 OBJECTIVES

In the year ahead, we will:

- Continue to roll out our updated Code of Interdependence across our supply chain;
- Continue disseminating relevant Code of Conduct initiatives internally and externally;
- Continue to train all individuals providing services to Unikeris on relevant SOPs, Policies (including Anti-Bribery & Corruption), the Code of Conduct and Anti-Slavery and Human Trafficking Policy;
- Ensure any concerns raised, including via “SpeakUp&BeHeard”, are addressed with transparency and urgency; and
- Strengthen reporting and remediation processes.

8. BOARD APPROVAL

This statement has been approved by the Unikeris Limited’s Board of Directors.

Tiziano Toschi
Chair of the Board
Date: March 2026