



UNIKERIS LIMITED

MODERN SLAVERY STATEMENT 2023

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1. INTRODUCTION

Unikeris Limited is publishing this statement under the provisions of the UK Modern Slavery Act 2015 (the **Act**), which requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

Modern slavery is “a hidden crime which encompasses slavery, servitude, forced labour and human trafficking”. Modern slavery has no place in our business or supply chains and we take a zero tolerance approach to it. We are strongly committed to playing our part in eradicating modern slavery.

This statement refers to the financial year ending 31 December 2022.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

2.1 OUR ORGANISATION

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

2.2 OUR SUPPLY CHAINS

Unikeris Limited procures goods and services from suppliers based in a number of countries. Unikeris Limited has contractual relationships with all of its suppliers.

Unikeris Limited outsources services, including logistics services for warehousing and distribution.

We are fully committed to working in partnership with suppliers, service providers and society to address the challenges of Modern Slavery and ensure remediation for any victims.

3. OUR POLICIES

Unikeris Limited 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.

As part of our commitment to ensuring that our business and supply chain are slavery-free. Unikeris Limited has in place an ethics and sustainability policy.

4. DUE DILIGENCE PROCESSES

Risks of modern slavery are dynamic and change quickly. Therefore, we regularly reassess and respond to the potential and actual risks in our business and supply chains.

As a standard procedure, we require new suppliers to provide us with their Anti-Slavery Policies where our anticipated annual spend is £10,000 and above. We retain copies of these and request updated Anti-Slavery Policies from those Suppliers on an annual basis.

In response to a proven breach of the Modern Slavery Act 2015 or failure to comply with the requirement to comply with our Anti-Slavery Policy, we would terminate our relationship(s) with the relevant supplier(s).

5. IMPACT AND MONITORING

As part of our initiative to identify and address risks of slavery in our supply chain Unikeris Limited encourages openness and supports anyone who raises genuine concern in good faith. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

6. TRAINING

Individuals providing services to Unikeris are all given regular training on Unikeris' specific SOPs and Policies.

In addition to this, those individuals providing services to Unikeris, read relevant Code of Conducts 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. They must also watch an e-learning module and pass a validation to ensure they have understood the topic.

7. PLANS FOR NEXT YEAR

We will continue to pursue our goal of combatting modern slavery and human trafficking in the following ways:

- continuing the roll out of our Code of Interdependence to our supply chain;
- disseminating relevant Code of Conduct initiatives internally and externally;
- ensuring that all individuals providing services to Unikeris Limited receive annual refresher training on our SOPs, Policies, Code of Conduct and Anti-Slavery and Human Trafficking Policy.

8. BOARD APPROVAL

This statement has been approved by Unikeris Limited's Company Secretary Matthew Wiggetts on behalf of the Board of Directors.

Matthew Wiggetts
Company Secretary
Unikeris Limited
August 2023