

# **MORNINGSIDE PHARMACEUTICALS LIMITED**

## **ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT** **FOR FINANCIAL YEAR ENDED 31 DECEMBER 2018**

### **1. Chief Executive Officer's Statement**

Morningside Pharmaceuticals Limited (MPL) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chains, including subcontractors and partners. As part of the pharmaceutical industry, MPL recognises that it has a responsibility to take a robust approach to slavery and human trafficking in order to tackle hidden labour exploitation proactively.

### **2. Morningside Pharmaceuticals Limited**

MPL is a manufacturer, wholesaler and exporter of branded and generic medicines and healthcare products worldwide. It is our vision to make quality healthcare an affordable and accessible reality throughout the world. MPL acknowledges its responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with the supply and sale of goods and services to the organisation. MPL's holding company is Remedi Medical Holdings Ltd and all trading activities are carried out through MPL.

### **3. Our Supply Chains and our Due Diligence**

MPL purchases and manufactures licensed medicines and Healthcare products from the European Union (EU) and other non-EU countries. We believe that the area with the greatest risk of these practices is within our Contract Manufacturing Organisations (CMOs) outside the EU.

Since January 2018, following a risk assessment on Anti-Slavery and Human Trafficking, we have requested that our CMOs with the 'Greatest Risk' complete our Anti-Modern Slavery and Bribery Ethical Self-Assessment Questionnaire bi-annually as part of the due diligence process. They are requested to provide information about their policies on human rights, anti-bribery and workplace conditions. We reviewed this Questionnaire in late 2018 to produce a more focussed document with the aim of encouraging prompt completion by our CMO's.

We carried out a further risk assessment of our supply chain in December 2018 using the Global Slavery Index Data Map to identify low, medium and high-risk categories. As a result of our risk assessment, all CMOs and non-EU healthcare product suppliers will be sent a Supplier Code of Conduct form to complete and to confirm their compliance with laws and regulations in relation to the provision of their services and the rights and welfare of their workers and the standards MPL expect of them. For greater risk CMO's/suppliers or those identified as a result of any concerns we will issue a self-assessment questionnaire and track completion.

### **4. Morningside Pharmaceuticals Limited's Responsibilities and Policies**

The CEO, Directors and Management take responsibility for implementing the measures set out in this statement and its objectives, and shall provide adequate resources (training, etc.) and investment to ensure that Modern Slavery and Human Trafficking is not taking place within the organisation and its supply chains. We have in place an Anti-Slavery and Human Trafficking Procedure that sets out the process to be followed in relation to suppliers.

In addition, our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and monitoring to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have systems in place to enable our workforce to raise concerns through our Grievance Policy, Whistleblowing Policy and our Anti-Corruption and Bribery Procedure. We ensure compliance with UK legislation in relation to employment of staff and we have zero tolerance to slavery and human trafficking.

#### **5. Education and Training**

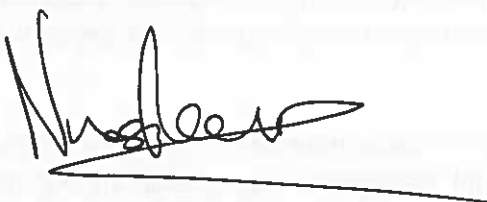
The Human Resources Department will take responsibility for ensuring that all MPL employees are aware of MPL's statement of compliance with the Modern Slavery Act 2015 and its on-going commitments; and must also ensure that this statement is displayed on MPL's website and an overview of our Anti-Slavery and Human Trafficking Policy is included in the Employee Handbook. MPL will provide "read and understand" training for all staff and during the employee induction process employees are informed as to where all relevant policies can be located.

Training will be provided to employees and Management at MPL who have direct responsibility for supply chain management, particularly with respect to the mitigation of risks within the supply chain.

#### **6. Our Effectiveness in Combating Slavery and Human Trafficking**

We have reviewed existing policies and procedures and implemented new measures this year as identified above in order to increase our effectiveness in combatting slavery and human trafficking. MPL hopes that the measures currently being put into place will further develop a robust system for identifying Modern Slavery and Human Trafficking going forward. We will continue to monitor and review all processes to ensure their effectiveness.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Anti-Slavery and Human Trafficking Statement for the financial year ending 31 December 2018.**



**Dr Nik Kotecha OBE,**

**Chief Executive  
Morningside Pharmaceuticals Limited**

**Date:** 05/01/2019.