

Modern Slavery Statement

Introduction

This statement is made pursuant to Section 54(1) of the **Modern Slavery Act 2015** and sets out the steps taken by **ipca Laboratories UK Limited** (the "Company") to prevent modern slavery and human trafficking in its business and supply chains for the financial year ending **March 2025**

Organisation's Structure

We **ipca Laboratories UK Limited**, are an integrated global pharmaceutical company, and a subsidiary of **ipca Laboratories Limited**, which is headquartered in Mumbai, Maharashtra, India. **ipca Laboratories UK Limited** operates from office in Sunderland, United Kingdom, and is involved in supplying generic pharmaceuticals to the UK market.

Our Commitment to Preventing Modern Slavery

ipca Laboratories UK Limited is committed to acting ethically and with integrity in all our business dealings and relationships. We have a zero-tolerance approach to modern slavery and human trafficking in any part of our business or supply chain. We are committed to implementing effective systems and controls to identify, prevent, and address any risks of modern slavery and human trafficking in our operations and supply chains.

We believe in the principles set out in the **Universal Declaration of Human Rights** and take seriously our responsibility to ensure we are not complicit in human rights violations. Our business practices reflect our commitment to ensuring respect for human dignity, freedom, and fairness.

Our Supply Chains

Our supply chains include:

1. **Suppliers of Direct Materials:** This includes active pharmaceutical ingredients, manufacturing and packaging materials.
2. **Suppliers of Indirect Services:** This includes professional services, facilities, sales and marketing agencies, and clinical research organizations.

We understand that our biggest exposure to modern slavery risks lies within our product supply chain. All pharmaceutical products or components used in humans must comply with **Good Manufacturing Practice (GMP)** rules. To be GMP

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compliant, manufacturers must follow detailed rules and guidance regarding the quality of products they produce, their facilities, and their staff.

All manufacturing sites are subject to periodic inspections, based on a risk assessment by applicable government regulators, to check that they remain GMP compliant.

It is intended that all potential new suppliers and manufacturers shall undergo additional due diligence checks in the form of ethical/compliance audits, either conducted by **Ipca Laboratories UK Limited** or on our behalf.

No contract will be awarded to a supplier who is unable to comply with the **Modern Slavery Act 2015**. **Ipca Laboratories UK Limited** strictly prohibits all forms of slavery and human trafficking within our supply chains and business operations. Any member of our supply chain found to be engaging in irresponsible, unfair, or unethical business practices will be condemned, and appropriate action will be taken.

Our Policies on Slavery and Human Trafficking

To prevent modern slavery and human trafficking in our business and supply chains, we have implemented the following policies:

1. **Supplier Code of Conduct (SCOC):** This Code sets out our expectations for suppliers to meet ethical standards, including explicit prohibitions on modern slavery, forced labour, child labour, and human trafficking. All suppliers are required to comply with the Code, and we monitor compliance through audits and regular reviews.
2. **Human Rights Policy:** We are committed to upholding the human rights of our employees, contractors, and stakeholders. This policy outlines our commitment to the elimination of modern slavery and human trafficking, ensuring the protection of fundamental human rights in all our business operations.
3. **Code of Business Conduct and Ethics:** This document guides ethical decision-making in our operations and interactions with stakeholders. It sets out clear expectations for all employees and suppliers regarding modern slavery, human trafficking, and ethical behaviour.
4. **Whistleblower Policy:** Our whistleblower policy allows employees and third parties to report any concerns related to unethical practices, including violations of anti-slavery laws. We ensure that whistleblowers are protected from retaliation and encourage reporting of any violations in good faith.

Due Diligence and Risk Assessment

We will conduct due diligence and risk assessments to identify any potential risks of modern slavery and human trafficking within our supply chains. This includes:

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- **Supplier Audits:** We will regularly audit our suppliers to verify their compliance with our policies. Audits will assess labour practices, working conditions, and supplier management systems to ensure there are no instances of modern slavery or human trafficking.
- **Supplier Screening:** New suppliers will undergo a thorough screening process to ensure they meet our ethical standards and comply with relevant laws concerning modern slavery.
- **Ongoing Risk Evaluation:** We will evaluate the risks of modern slavery regularly and take corrective actions when needed to mitigate any identified risks within our supply chains.

Our Actions

In the coming year, we will take the following actions to ensure that modern slavery does not occur within our business or supply chains:

- **Updated Supplier Contracts:** We will introduce anti-slavery and anti-human trafficking clauses into all new supplier contracts and will ensure these clauses are included in contract renewals.
- **Engagement with Suppliers:** We will continue to engage with suppliers to promote awareness of modern slavery issues and to ensure they understand their responsibilities under our policies.
- **Training Programme:** We will conduct training sessions for employees and suppliers to enhance awareness of modern slavery risks and strengthen our policies.

Conclusion

Ipca Laboratories UK Limited is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We will continually review and improve our practices and policies to ensure compliance with the **Modern Slavery Act 2015** and to uphold the highest standards of ethical conduct.



Manish Jain
Director
Ipca Laboratories UK Limited

Date: 31st March 2025