

## Modern Slavery Statement

This slavery and human trafficking statement is made by Lupin Healthcare (UK) Limited (“We”), a generics and speciality pharmaceutical company incorporated in England & Wales, for the financial year ending on 31 March 2023.

We are committed to conducting business ethically and with integrity, respecting the rights of individuals in the workplace. We are committed to improving our practices to combat Modern Slavery, and we demand that our staff and our suppliers to share the same commitments and work to the same high standards.

We have a zero-tolerance approach to slavery and human trafficking and we are confident that slavery and human trafficking does not take place in any part of our business. As an employer we are committed to providing a fair salary and good conditions of employment, providing a healthy and safe working environment, promoting the development and dignity of individual employees and are opposed to discrimination at work.

### Company overview – our business and structure

We are a wholly owned subsidiary, whose ultimate parent company is Lupin Limited which is incorporated in India and listed on the Bombay Stock Exchange. Lupin Limited is a global pharmaceutical company, with a presence in over 100 countries, offering a wide range of products including branded and generic formulations, active pharmaceutical ingredients, and biotechnology products. Commercialised therapeutic areas include anti-infectives, cardiovascular, respiratory, anti-diabetic, neurology, central nervous system, gastrointestinal and women’s health.

We are responsible for the sales and marketing of pharmaceutical preparations in the UK, and we are licensed and regulated by the Home Office and the Medicines and Healthcare Products Regulatory Agency (MHRA).

### Our supply chain

We purchase medicines and services worldwide and conduct business with third party suppliers who share our commitment to high ethical standards and who operate in a responsible and ethical manner towards their workers and suppliers. Our suppliers are principally from India, the UK, the US and Europe. We understand the potential for exposure to Modern Slavery in product supply chains.

We acknowledge the importance of the Modern Slavery Act 2015 in the context of our supply chain and we will enhance our due diligence as relevant to modern slavery and human trafficking, taking a proportionate approach commensurate to the prevailing risks.

We choose our suppliers with care, with the vast majority of our pharmaceutical preparations sourced from Lupin Limited, which has a vendor qualification process, ensuring suppliers are subject to due diligence checks. We will not support or knowingly do business with any company involved in slavery or human trafficking.

## **Our Policies on Slavery and Human Trafficking**

Our governance framework flows from a set of policies developed by Lupin Limited, which set the principles and behaviours that the company and all employees must follow. As a testament of our robust governance practices and ethical conduct of business, Lupin Limited and all subsidiaries share a global Code of Business Conduct and Ethics, our global Human Rights policy and our global Third Party Code of Conduct.

We strongly believe in the protection of human rights internationally both on our own premises as well as within our supply chain. We will not tolerate any human rights violations. Our Code and policies support the principles set forth in the Modern Slavery act of 2015 and International Bill of Human Rights, including:

- Promote a workplace free of discrimination and harassment
- Prohibit child labour, forced labour and human trafficking
- Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws
- Provide humane and safe working conditions

Our Code sets out the fundamental values, standards and guidelines for employee conduct at work, and also provides avenues for employees to report any violations, misconduct or malpractices, without fear of punishment or retribution. It is mandatory for all employees of Lupin to comply with the Code in letter and in spirit. The Code acknowledges that our responsibility does not end at our premises and we cascade these responsible practices across our value chain.

## **Performance indicators, monitoring and enforcement**

Our management takes and will continue to take a zero-tolerance approach to modern slavery and human trafficking and will react accordingly to any identified transgression whether by our staff or by our suppliers.

We accept that effective action to prevent modern slavery and human trafficking in our business and supply chain requires monitoring and an effective response should issues be identified.

We implement a due diligence screening of all third parties, via ethixbase an end to end third party risk management platform, to identify any potential risk or past conduct that would not align to Lupin's Code or values, including screening for any Human Right's violations, and have introduced anti-slavery and anti-human trafficking compliance clauses within new contracts and contract renewals with third party suppliers.

## **The development of our policies and staff training**

All employees currently undertake routine ethics and compliance training for our Code. We recognise the need to be vigilant and to identify potential exposure to Modern Slavery. We will ensure that our partners share the same zero tolerance attitude toward Modern Slavery and we will continue to review our existing supply chain. Additionally, we intend to take the following steps:

1. Notify all our direct suppliers of our expectations in relation to the prohibition in relation to modern slavery.
2. Ensure anti-slavery and anti-human trafficking compliance clauses are included within all our new contracts and contract renewals with third party suppliers, including compliance with all applicable anti-slavery and human trafficking laws, statutes and regulations in force including the Modern Slavery Act 2015.



3. Encapsulate modern slavery and human trafficking principles in our Code training which will reinforce our expected standards of conduct.
4. Continue to ensure due diligence screening of all third parties to identify any potential risk or past conduct that would not align to Lupin's Code or values.

#### **On-going approach to compliance**

We recognise that the risks from modern slavery and human trafficking change and are constantly evolving. We also recognise that efficient methods to identify and address modern slavery and human trafficking will be developed and enhanced. We will continue to monitor and evaluate such developments and our approach to preventing modern slavery will be reviewed annually so we can adapt and improve our approach.

We will take appropriate action against any member of our staff found to be indulging in irresponsible, unfair and unethical business practices.

This statement was approved by the Board of Directors of Lupin Healthcare (UK) Limited, and signed on its behalf.

Statement Enforcement Date: October 2023