Modern Slavery and Human Trafficking Statement

Financial Year Ending 31 March 2027

Approved by the Board: September 2026
Effective Date: October 2026

Our Commitment

Lupin Healthcare (UK) Limited ("Lupin UK") is committed to conducting business ethically, responsibly, and with respect for human rights. We maintain a zero-tolerance approach to modern slavery, forced labour, human trafficking, and all forms of exploitation within our operations and supply chains. We expect the same high standards from our employees, suppliers, contractors, and business partners.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Lupin UK during the financial year ended 31 March 2026 to prevent modern slavery and human trafficking within our business and supply chains.

During the reporting period, the Board reviewed the Company's approach to managing modern slavery risks and considered the effectiveness of its existing controls, policies, and due diligence arrangements. Lupin UK continued to apply its established governance and compliance framework and maintained ongoing oversight of suppliers and third parties. No material concerns relating to modern slavery or human trafficking were identified through the Company's monitoring and compliance processes during the reporting period.

About Us

Lupin Healthcare (UK) Limited is a wholly owned subsidiary of Lupin Limited, a global pharmaceutical company headquartered in India and listed on both the Bombay Stock Exchange and National Stock Exchange of India. Lupin operates in more than 100 countries and provides branded and generic pharmaceutical products, active pharmaceutical ingredients, and biotechnology products across a range of therapeutic areas.

Within the United Kingdom, Lupin UK is responsible for the sales and marketing of pharmaceutical products and operates under applicable regulatory requirements, including those of the Medicines and Healthcare products Regulatory Agency (MHRA).

Registered Address: The Urban Building, Second Floor, 3-9 Albert Street, Slough, Berkshire, SL1 2BE
Company Registration Number: 6925119
VAT No: GB 973 2563 01
Tel: 01565 751 378

Our Supply Chain

Lupin UK sources medicines and services through global supply chains, principally involving suppliers based in India, the United Kingdom, Europe, and the United States. We recognise that complex international supply chains may present an increased risk of modern slavery and therefore apply a proportionate, risk-based approach to supplier management and oversight.

Our approach includes:

- Screening third parties through the ethixbase risk management platform.
- Incorporating appropriate anti-slavery and ethical compliance provisions within new and renewed contracts.
- Prioritising engagement with suppliers that demonstrate robust ethical and compliance standards.
- Leveraging Lupin Limited's vendor qualification and supplier management processes.

We will not knowingly engage with any supplier involved in modern slavery, forced labour, or human trafficking.

Policies and Governance

Our approach to modern slavery is supported by Lupin Limited's global governance framework, including its:

- Code of Business Conduct and Ethics;
- Human Rights Policy; and
- Third Party Code of Conduct.

These policies prohibit:

- Child labour, forced labour, and human trafficking;
- Discrimination and harassment;
- Unsafe working conditions; and
- Unfair wages or employment practices.

Employees are expected to comply with these standards and are encouraged to raise concerns through established reporting channels without fear of retaliation. During the reporting period, these policies remained under regular review and continued to provide an effective framework for identifying and managing modern slavery risks. No material changes to our governance arrangements or policy framework were considered necessary during the year.

Risk Management and Monitoring

Lupin UK continues to assess and monitor potential modern slavery risks through a combination of due diligence and ongoing oversight measures, including:

- Third-party screening and onboarding procedures;
- Contractual compliance requirements;
- Internal compliance reviews and supplier assessments; and
- Escalation and enforcement procedures where concerns are identified.

The Company maintained these controls throughout the reporting period and reviewed their effectiveness as part of its annual compliance activities. No material instances of modern slavery, forced labour, or human trafficking were identified within our direct operations, and no significant concerns were raised through our supplier oversight processes.

Where a supplier or third party is found to be in material breach of our ethical expectations, appropriate remedial action will be taken, which may include termination of the business relationship.

Training and Awareness

Lupin UK provides ethics and compliance training to employees, including awareness of modern slavery risks and reporting obligations. We continue to promote a culture of integrity and accountability and encourage employees to identify and report concerns where appropriate. We also communicate our expectations regarding ethical business conduct to suppliers and business partners as part of our broader compliance framework.

Continuous Improvement

During the reporting period, we continued to:

1. Communicate our anti-slavery expectations to suppliers and business partners.
2. Maintain contractual provisions supporting compliance with the Modern Slavery Act 2015.
3. Deliver ethics and compliance training to employees.
4. Monitor developments and emerging risks relevant to our operations and supply chains.
5. Review the effectiveness of our existing controls and risk management processes.

While no material changes to legislation, internal policies, or risk management activities were identified as necessary during the reporting period, we remain committed to continuous

improvement and will continue to review our practices to ensure they remain proportionate and effective.

Ongoing Compliance

We recognise that modern slavery risks can evolve as business operations, supply chains, and external conditions change. Accordingly, Lupin UK undertakes an annual review of its policies, procedures, and oversight arrangements to assess their effectiveness in identifying and mitigating modern slavery risks.

Following the review conducted for the financial year ended 31 March 2026, the Board remains satisfied that the Company's existing framework continues to provide an appropriate and effective response to the level of risk present within its operations and supply chains. We will continue to monitor developments and take further action where appropriate.

Approval

This statement constitutes Lupin Healthcare (UK) Limited's Modern Slavery and Human Trafficking Statement for the financial year ending 31 March 2027 and has been approved by the Board of Directors pursuant to section 54 of the Modern Slavery Act 2015.

Signed on behalf of the Board of Directors,

Ben Ellis
Board Director
Lupin Healthcare (UK) Limited

Approved: September 2026