

Modern Slavery Statement

Overview

The Act (In accordance with Section 54, Part 6 of the Modern Slavery Act 2015) requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

What is modern slavery?

Modern slavery is an international crime, affecting millions of people around the world - a growing global issue that transcends age, gender, and ethnicities. Sadly, vulnerable people from overseas as well as across the UK, are forced to work illegally against their will across many different sectors from agriculture, construction, hospitality, retail, manufacturing, and more.

Our policies in relation to slavery and human trafficking

Biocon Pharma UK Limited has taken steps to ensure that slavery and human trafficking is not taking place in in any part of our business or in our supply chain.

Biocon Pharma UK Limited recognizes, respects, and promotes human rights by treating everyone with dignity. This statement is by reference to the Biocon Code of Conduct & Biocon Supplier Code of Conduct which imbibes the spirit of human rights in our operations and value chain.

We are also guided by the ten principles of the UN Global Compact covering human rights, labor, the environment, and anti-corruption.

Our commitment to human rights arises from our Values, which is the basis of our code of conduct. The company strives to create a work environment that is conducive to safeguard human rights. We expect all our employees, trainees, vendors, suppliers, and business partners to abide by our Values.

Vision & Values:

Vision: Our vision is to enhance global healthcare through innovative and affordable products for patients, partners, and healthcare systems across the globe

Values: The Company advocates and practices five values listed herein

- Integrity & Ethical behavior
- Performance driven work culture
- Value creation through innovation & differentiation
- Quality through compliance & best practices
- Collaboration, teamwork & mutual respect

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Our Code of Conduct confirms our commitment to abide by all applicable laws relating to wage, benefit, safety, and Human rights principles as mentioned below:

Slavery and Human Trafficking

All provision of labour is voluntary. Biocon Pharma UK Limited does not support or engage in slavery or human trafficking in any part of our business and ensure same standards are maintained throughout our supply chain.

Biocon Pharma UK Limited does not support or engage in, any:

- compelled, involuntary, or forced labour
- labour to be performed by children or individual underage as per applicable law
- bonded labour
- indentured labour
- prison labour

Risk Assessment, Diversity, equal opportunity, and non-discrimination

- Biocon Pharma UK Limited is committed in promoting equitable, equality, diversity and mutual trust in workplace and provide equal opportunity for all individuals regardless of race, color, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors as may be covered in labour laws.
- Biocon Pharma UK Limited has incorporated merit-based processes in hiring, recruitment, development, compensation, and promotions solely based on qualifications, performance, skills, and experience.
- We follow a transparent and merit-based process for recruitment, development, and compensation.
- Biocon Pharma UK Limited employees are free to join or refrain from any employee collectives without fear, retaliation, or harassment.

Due Diligence, Reporting and Management Systems

- Biocon Pharma UK Limited encourages individuals including business partners, to speak up without hesitation and fear, if they believe in good faith that the Biocon policies including code of conduct, regulations, or any laws are being breached, or an individual or group is acting in a manner that would adversely impact the interest of Biocon and or its employees. As enshrined in Biocon's integrity & Whistle blower policy, any individual can raise a concern against suspected unethical/non-complaint activities through multiple channels as mentioned in our Code of Conduct.

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- Biocon Pharma UK Limited commits to work against corruption in all its forms, including extortion and bribery.
- We carry out review of all relevant policies on regular intervals to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

Biocon Pharma UK Limited takes responsibility for this statement and its related objective and will update in accordance with The Act

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Sd/-

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