



## **Modern Slavery Statement**

This statement is made pursuant to section 54 (1) of the UK Modern Slavery Act 2015 and constitutes Zentiva UK's slavery and human trafficking statement. It sets out the steps and plans to be taken by Zentiva UK to understand and mitigate modern slavery and human trafficking risks related to our business and to put in steps that are aimed at ensuring that there is no slavery or human trafficking in our business and supply chains.

Everyone has the absolute right not to be treated as a slave or made to perform forced or compulsory labour. Forced or compulsory labour under the act does not include:

- any work required to be done as part of a prison sentence or community punishment
- any type of military service
- any service required in the case of an emergency which could threaten the life or well-being of a community
- any work or service which forms part of normal civic obligations such as fire services.

We know that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global migration issue, existing in every region in the world and in every type of economy. No sector or industry can be considered immune or untainted. In 2016 the Global Slavery Index estimated that there were 8,300 people in modern slavery in the UK alone.

At Zentiva UK we pride ourselves on saying and doing everything with the highest ethical standards. We therefore also have a zero-tolerance approach to Modern Slavery or human trafficking of any kind within our operations and supply chains and we are currently in the process of trying to understand all potential modern slavery risks, however small they may be.

### **Our Statement**

As part of the pharmaceutical industry, Zentiva UK recognises that we have a responsibility to take a robust approach to slavery and human trafficking. We are absolutely committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

### **Company Structure and Background**

Zentiva UK is a UK based specialist pharmaceutical company dedicated to providing generic medicines, commercial brands and specialist supply products for the pharmacy, hospital and wholesale sector.



## Our Supply Chains

We are supplied from more than 15 countries around the world but predominantly from Europe.

During this financial year we will conduct a risk assessment of the risk of modern slavery in the supply chain of Zentiva UK manufactured products and products manufactured on our behalf. We will assess whether or not particular activities or countries are high risk in relation to slavery or human trafficking. Based upon the results of this assessment, where appropriate, we will develop any required risk-based monitoring or assurance programme and this will be endorsed by our Supply Chain Manager with support as required from Human Resources and our Quality Department.

## Current Anti-Slavery initiatives

- **Policies.** An HR Consultant has the responsibility for putting in place and reviewing policies. Our suite of policies is developed between HR, our Managers and signed off at Director Level. We also ask our employees to comment on the policies and feedback any views that they have.
- **Risk assessments.** We will carry out risk assessments to ensure that we have robust processes in place to manage any areas of risk to our employees and to our business. As we are supplied from other countries, it is crucial that we take responsibility for identifying any risks concerning human rights and modern slavery.
- **Investigations/due diligence.** We understand that our biggest exposure to Modern Slavery would be in our product supply chains. All manufacturers supplying Zentiva UK products, going forward, must complete a questionnaire prior to the Company doing business with them (and where relevant, enter into a formal supply contract). The supplier is required to provide information with regards to the steps they are taking to ensure that their Company is slavery free and provide information with regards to their policies and procedures to support their commitment to the Modern Slavery Act 2015.
- **Training and Awareness.** The Human Resources department will take responsibility for ensuring that all employees are aware of the Company's statement of compliance with the Modern Slavery Act 2015 through this Modern Slavery Statement and with on-going commitment of this statement. All employees will sign to accept understanding of the statement and it will be available for all on our Company website and internal Company Policies and Procedures folder within our Company shared drive.

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

Zentiva UK operates the above policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.