

As a responsible and ethical pharmaceutical company operating in the United Kingdom, Crescent Pharma is committed to combating slavery, human trafficking, and forced labour in all forms within our operations and supply chains. Our Anti-Slavery Policy outlines our dedication to upholding human rights, promoting fair labour practices, and ensuring that our business activities remain free from any form of modern slavery. Crescent Pharma recognises not only our responsibilities under the Modern Slavery Act 2015 but our ethical obligations worldwide.

Crescent Pharma is committed to maintaining a slavery-free environment and supply chain. Our policy is guided by the following principles:

Zero Tolerance: We have a zero-tolerance approach towards slavery, human trafficking, and forced labour in all their forms, including debt bondage, child labour, and any practices that violate basic human rights.

Compliance with Laws: Crescent will comply with all applicable laws, regulations, and international standards related to human rights and labour practices.

Due Diligence: Crescent will undertake due diligence where required to identify and mitigate the risk of slavery and human trafficking in our operations and supply chains.

Supplier Engagement: Crescent work closely with our suppliers and business partners to promote responsible practices and ensure they share our commitment to eradicating slavery and forced labour.

Responsibility and Accountability:

- a. **Senior Leadership:** The responsibility for implementing and maintaining this policy lies with our senior leadership, who will allocate appropriate resources to ensure its effective implementation.
- b. **Employee Awareness:** We expect all employees, including management, to familiarize themselves with this policy, adhere to its principles, and actively report any concerns related to slavery, human trafficking, or forced labour.
- c. **Training and Education:** We will provide comprehensive training and educational resources to our employees, suppliers, and other relevant stakeholders to raise awareness about slavery, human trafficking, and forced labour, and to promote compliance with this policy.

Supply Chain Due Diligence:

- a. **Supplier Compliance:** We expect our suppliers and business partners to comply with all relevant laws and regulations, including those related to labour standards, worker rights, and human trafficking.
- b. **Supplier Audits:** We may conduct audits, assessments, or inspections of our suppliers' facilities to verify compliance with this policy and applicable legal requirements. Non-compliant suppliers will be expected to take corrective actions within a reasonable timeframe.
- c. **Supplier Contracts:** Our supplier contracts where appropriate will include clear provisions prohibiting slavery, human trafficking, and forced labour. Non-compliance may result in termination of the business relationship.

Reporting and Whistleblowing:

- a. **Reporting Mechanism:** We encourage employees, suppliers, and other stakeholders to report any concerns or suspicions of slavery, human trafficking, or forced labour through a confidential reporting mechanism.
- b. **Non-Retaliation:** We will protect whistleblowers from any form of retaliation for reporting concerns in good faith.
- c. **Investigation and Remediation:** We will promptly investigate all reported concerns and take appropriate actions to address any instances of slavery or human trafficking.

Continuous Improvement:

Crescent Pharma is committed to continuously improving our anti-slavery efforts. This includes regularly reviewing and updating this policy, monitoring the effectiveness of our actions, and collaborating with industry partners, and other stakeholders to drive positive change.

Our commitment to eradicating slavery, human trafficking, and forced labour reflects our dedication to upholding human rights and ethical business practices. We expect all individuals associated with our company to share this commitment and work collectively to ensure a slavery-free environment within our operations and supply chains.