

Document ID: CORP-POL-00095	Statement	Revision: 01
Modern Slavery and Human Trafficking Statement		

Approved By:	Samie Aldoori, Director
Companies Included:	Crescent Pharmaceutical Group, including Crescent Pharma Ltd, Crescent Manufacturing Ltd, Crescent Medical Ltd and Thorpe Laboratories Ltd
Review Frequency:	Annually, or sooner following legal, operational, or supply chain change

Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Crescent Pharmaceutical Group during the financial year ending 31/12/2025 to prevent modern slavery, human trafficking, forced labour, and exploitation within its operations and supply chains. Crescent Pharmaceutical Group adopts a zero-tolerance approach to modern slavery and is committed to conducting business ethically, with integrity and transparency across all activities. The Group recognises its responsibility not only to comply with legal requirements but also to take meaningful and proportionate steps to identify, mitigate, and manage risks of modern slavery.

Our Organisation

Crescent Pharmaceutical Group is a UK-based pharmaceutical organisation operating across licensed manufacturing, wholesale and distribution, laboratory services, and procurement and supply chain management. The Group includes Crescent Pharma Ltd, Crescent Manufacturing Ltd, Crescent Medical Ltd, and Thorpe Laboratories Ltd. The organisation primarily operates within the United Kingdom while maintaining a global supply chain supporting the sourcing, manufacture and distribution of pharmaceutical products. Crescent works closely with healthcare providers, including the National Health Service and recognises the importance of maintaining high ethical standards across its operations and business relationships.

Our Supply Chains

Crescent Pharmaceutical Group's supply chains include pharmaceutical manufacturers, contract manufacturing organisations, suppliers of active pharmaceutical ingredients and excipients, packaging suppliers, logistics providers, and various service providers supporting operations. Given the nature of the pharmaceutical sector, the Group acknowledges that certain areas of its supply chain, particularly overseas manufacturing and raw material sourcing, may present an elevated inherent risk of modern slavery. As such, Crescent adopts a proportionate, risk-based approach to managing these risks, focusing resources on areas of greatest potential exposure.

Policies and Governance Framework

Crescent Pharmaceutical Group maintains a comprehensive governance framework designed to support the prevention of modern slavery. This includes the Modern Slavery and Human Trafficking Policy, Human Rights Policy, Supplier Code of Conduct, Corporate Social Responsibility Policy, Code of Conduct, Anti-Bribery and Corruption Policy and Whistleblowing Policy. These policies collectively establish expectations for ethical conduct, labour standards and responsible business practices across the organisation and its supply chain.

Oversight of modern slavery risk sits at Board level, with operational responsibility distributed across Procurement, Compliance, Human Resources, and operational management teams. This governance structure ensures that modern slavery risks are considered within broader business decision-making and risk management processes.

Risk Assessment and Risk-Based Approach

Crescent Pharmaceutical Group applies a structured, risk-based methodology to identify and assess potential modern slavery risks within its operations and supply chains. This includes consideration of geographic risk,



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sector risk, supplier criticality, and the nature of labour used within supply chains. Suppliers are assessed and categorised according to risk profile, enabling the organisation to prioritise any enhanced due diligence activities where the potential risk of modern slavery is higher. This approach ensures that resources are directed effectively and proportionately in line with regulatory expectations and recognised best practice.

Due Diligence and Supply Chain Controls

Crescent Pharmaceutical Group undertakes due diligence processes designed to identify and mitigate modern slavery risks within its supply chain. These processes include supplier onboarding and contractual obligations requiring compliance with applicable labour and human rights laws.

Where appropriate, Crescent engages with suppliers to obtain assurances regarding their practices and expects suppliers to take reasonable steps to assess and manage risks within their own supply chains. The Group reserves the right to request supporting information, conduct risk-based assessments, and require corrective actions where concerns are identified. This framework supports a proactive approach to supply chain management and reinforces expectations of ethical conduct.

Monitoring, Performance and Effectiveness

Crescent Pharmaceutical Group recognises the importance of measuring the effectiveness of its approach to modern slavery risk management. During the reporting period, the Group has monitored key indicators including the identification of higher-risk suppliers, and the number of concerns raised and investigated. These measures are used to assess the effectiveness of controls and to inform continuous improvement.

During the reporting period, Crescent Pharmaceutical Group implemented a structured, risk-based supplier assessment process aligned to procurement categorisation. This enabled the identification and prioritisation of higher-risk suppliers. The Group undertook due diligence activities across its active supplier base, with a focus on higher-risk jurisdictions and supply categories. Where risks were identified, further engagement and assessment were conducted and appropriate actions were considered in line with the Company's policies.

Crescent also monitored internal reporting mechanisms and investigated all relevant concerns raised during the period. No material instances of modern slavery were identified within the Group's direct operations. The Group continues to develop its use of measurable indicators to strengthen oversight, including tracking supplier risk profiles and training completion rates.

Training and Awareness

Crescent Pharmaceutical Group provides training and awareness to all employees to support the identification and prevention of modern slavery. Training focuses on recognising indicators of modern slavery, understanding reporting mechanisms, and reinforcing the organisation's expectations regarding ethical conduct. All employees are expected to remain vigilant and to report concerns where identified, supporting a culture of accountability and ethical awareness across the organisation.

Reporting and Whistleblowing

Crescent Pharmaceutical Group maintains a reporting framework through its Whistleblowing Policy, enabling employees, suppliers and third parties to raise concerns regarding suspected modern slavery or unethical practices. Reports can be made confidentially and without fear of retaliation. All concerns are taken seriously, investigated appropriately and escalated where necessary. Where credible evidence of modern slavery is identified, Crescent will consider reporting the matter to relevant authorities in accordance with legal obligations and regulatory expectations.

Remediation and Corrective Action

Where risks or incidents of modern slavery are identified, Crescent Pharmaceutical Group will take appropriate and proportionate action. This may include conducting investigations, implementing corrective action plans

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and engaging with suppliers to address identified issues. Where remediation is not achieved or where serious breaches are identified, Crescent reserves the right to terminate business relationships in accordance with contractual terms and applicable law. This approach ensures that the organisation not only identifies risks but also takes meaningful steps to address them.

Continuous Improvement

Crescent Pharmaceutical Group is committed to continuous improvement in its approach to preventing modern slavery. The organisation will continue to review and enhance its policies, due diligence processes, and monitoring mechanisms to ensure they remain effective and aligned with evolving regulatory expectations and industry best practice. Crescent also recognises the importance of collaboration with suppliers, stakeholders and industry partners to drive improvements across the wider pharmaceutical supply chain.

Approval

This statement has been reviewed and approved by the Board of Directors of Crescent Pharmaceutical Group and will be published on the company's website in accordance with the requirements of the Modern Slavery Act 2015. A link to this statement will be included in a prominent place on the organisation's homepage. In addition, Crescent Pharmaceutical Group will submit this statement to the Home Office Modern Slavery Statement Registry at www.gov.uk/guidance/modern-slavery-statement-registry in line with government guidance encouraging greater transparency and public accessibility of modern slavery statements.



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