



ANTI - SLAVERY AND HUMAN TRAFICKING STATEMENT

INTRODUCTION TO THE INCEPTUA GROUP

We are committed to improving our practices to combat slavery and human trafficking. Inceptua Group (the **Company**) has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all of its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or in any of its supply chains.

OUR BUSINESS

Helping Pharma. Helping Patients. Throughout the entire product life cycle.

We drive access to treatments for patients in need worldwide. We are a pharmaceutical company, and the next generation partner to pharma, biotech, and healthcare. We provide clinical trial services, deliver early access to medicines, and commercialize products.

Medicines Access: We provide Medicines Access solutions in consulting, advising, designing, implementing and delivering pre-approval and medicines access programs, whilst also supporting healthcare professionals to access pre-approval and unlicensed medicines for patients in need.

Clinical Trial Supplies: Our Clinical Trial Services team helps optimize your clinical trial supply using our global reach and local presence to ensure the exact needs of your trial are met.

Clinical Services: Inceptua Clinical Services provides you with an integrated platform where the specialty sourcing services of Inceptua meet our clinical manufacturing and distribution services.

Commercial Products and Services: We commercialize specialty and rare disease products in partnerships with pharma and biotech companies.

OUR SUPPLY CHAINS

Our supply chains include:

We pride ourselves in procuring pharmaceutical products as close to the source as possible. The majority of our products are sourced directly from the manufacturer, and where this is not possible, only from authorized distributors. All our sourcing partners are licensed by their local competent authorities and audited by Inceptua against high industry standards. All products are physically inspected at one of our contracted facilities to ensure only genuine products move through the supply chain. All transport of pharmaceuticals is done in accordance with the GDP standards.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we will:

- Conduct meetings with some of our suppliers to ensure that they have slavery and human trafficking prevention policies in place, and they follow such policies and any/all information obtained from such meetings is documented by us;
- Communicate to our employees regarding the importance of ethics and legal compliance [on annual basis].
- Have regular meetings with the Exclusive Leadership Team to discuss and review our suppliers' performance relates to issues such as slavery and human trafficking.

COMPLIANCE TEAM

We have zero tolerance to slavery and human trafficking. We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Human resources
- Quality
- Regulatory

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Monitor potential risk areas in our supply chains; and
- Protect whistle blowers.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending.

A handwritten signature in blue ink, appearing to read "Alan Raffensperger".

Alan Raffensperger

CEO, Inceptua Group