

Statement of compliance with The Modern Slavery Act 2015

Introduction:

TriOn Pharma Limited is committed to ensuring that exploitation with regards to any form of slavery or human trafficking is eliminated from society. As well as adopting responsible and ethical practices throughout our business units, we have also made a conscious commitment to ensuring that our business, including the wider supply chains, are investigated to address previously unidentified concerns with respect to the requirements of The Modern Slavery Act 2015.

Organisation's Structure:

TriOn Pharma Limited is a privately owned company engaged in the manufacturing and distribution of pharmaceuticals, nutraceuticals, medical and surgical appliances and instruments.

Our Supply Chain:

Our supply chains include the sourcing of raw materials, subcontracted manufacturing activities and distribution networks related to the manufacture of pharmaceuticals, nutraceuticals, medical appliances and surgical instruments.

Our Policy on Slavery and Human Trafficking:

TriOn Pharma Limited is endeavoring to ensure that there is no slavery or human trafficking in our supply chains or in any part of our business. Our 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 are not taking place anywhere in our businesses or in our supply chains.

Steps taken to manage risks on Slavery and Human Trafficking:

The steps that have been taken during the financial year to ensure that slavery and human trafficking are not taking place in any part of the supply chain, or in any part of its business include:

1. We continue to monitor our business units and supply chains to identify any potential areas of non-compliance or exposure.
2. We have designated personnel within the company who oversee the Regulatory function to verify that adequate controls are in place and enforced.
3. We have ensured that our company operates strict recruitment, selection and employment practices with fair, ethical and non-discriminatory employee practices regulated by our Human Resources department.
4. We have verified that all company employees are eligible to work within their region of employment and that they are paid standardised wage rates and our appropriate benefits package with full access to grievance procedures. Our company does not operate any zero hour contracts.
5. We have made clear our expectations of business behaviour, with regards to national or international supply chains, and we have indicated that we expect our suppliers to have suitable anti-slavery and human trafficking policies and

processes.

6. We have continued the process of obtaining confirmation of compliance to the requirements of The Modern Slavery Act 2015 from all suppliers, contractors and subcontractors including confirmation that they can find no evidence of concerns within their business or supply chains.

Supplier adherence to our values:

Our company, Trion Pharma Limited, does not tolerate slavery and human trafficking. We expect all parties in our supply chain to comply with our values. We actively seek confirmation from our supply chain third parties (UK and overseas) that they comply with local labour laws and regulations. We have continued the process of reviewing and revising our terms and conditions of supply within the supply chains. We have completed some supplier audits covering the ethical considerations of procurement strategy for the company and we have included detailed compliance questions on the onsite supplier audit checklists.

Board of Directors' Responsibilities:

The Board of Directors understands its responsibilities and company employees receive instructions and guidance, as needed, to fully understand their responsibility to be alert to the risks in our business and in the wider supply chains. Staff are instructed to report concerns, with management being tasked with the expectation of the Board of Directors that they take appropriate action. We have put in place appropriate frameworks to encourage the reporting of concerns and to ensure the protection of whistle blowers.

Endorsement:

This Statement is made in compliance with section 54(1) of the Modern Slavery Act 2015 and constitutes TriOn Pharma's slavery and human trafficking statement for the financial year ending 31 March 2024. The statement has been approved by the Board of Directors.

Signed on behalf of the Board of Directors:



Mr. V K Patel

Commercial Director

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