

Strides Pharma UK Ltd - Modern Slavery Statement

Introduction

This slavery and human trafficking statement is made by Strides Pharma UK Ltd (“We”/ “SPUK”), a pharmaceutical company incorporated in England & Wales.

Modern slavery is a crime and a violation of fundamental human rights. We at SPUK have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Company overview – our business and structure

SPUK is a step down wholly owned subsidiary of Strides Pharma Science Limited (“Strides”), a global pharmaceutical company headquartered in Bengaluru, India, listed on the BSE Limited and National Stock Exchange of India Limited. Strides mainly operates in the regulated markets and has an “in Africa for Africa” strategy and an institutional business to service donor funded markets. The Company’s global manufacturing sites are in India (Chennai, Puducherry, and two locations in Bengaluru), Italy (Milan), Kenya (Nairobi), and the United States (New York). The Company focuses on “difficult to manufacture” products sold in over 100 countries.

SPUK specializes in marketing and distribution of branded, generics and OTC molecules with a clear focus on quality, value, and sustainability. We are licensed and regulated by inter-alia the UK Labor laws and the Medicines and Healthcare Products Regulatory Agency (MHRA).

Our supply chain

At Strides, responsible supply chain management is of strategic importance due to our extensive multinational operations and the complex network of upstream and downstream value chain partners. As we continuously strive to maintain the highest standards of ethical conduct in our operations to deliver products and services that impact public health, it is among our key priorities to ensure that our commitments, standards, and values are mirrored in our engagements with our business partners. Our supply chain management strategy is designed to ensure adherence to ethical practices, regulatory requirements, and sustainability goals with high quality standards as outlined in Strides’ Vendor Code of Conduct [Strides Vendor Code of conduct.pdf](#). The Code includes covenants to prevent and address issues related to corruption, labour rights violations, environmental impact, and product safety.

SPUK’s suppliers are majorly from India and Europe.

Our Policies and approach

Strides is committed to upholding fundamental human rights, as reflected in the Group's Code of Conduct and Human Rights Policy. These documents emphasize Strides' dedication towards inter-alia eliminating non-discrimination, slavery, in all its operations. The policy ensures that all employees are treated with dignity and respect, free from exploitation. Strides adheres to international standards, providing fair wages, safe working conditions, and freedom of movement. Additionally, the company offers multiple grievance redressal mechanisms, allowing employees to raise concerns or report any suspected violations related to slavery or human trafficking, ensuring swift and transparent action. As a signatory to the UN Global Compact, Strides recognise the transformative potential of businesses in advancing human rights globally, particularly given its extensive international footprint. We see this as both a responsibility and an opportunity to drive positive change across all our touchpoints— including patients, employees, suppliers, and communities For more details, kindly refer - [CoC Strides May 22, 2024.pdf](#) AND [Strides Human Rights Policy.pdf](#)

To ensure all employees are aligned with these values, Strides has also implemented comprehensive training programs aimed at fostering awareness and understanding.

Risk Assessment and Due diligence

At Strides, we take a proactive and systematic approach to identifying, managing, and mitigating human rights risks across our value chain. Our comprehensive due diligence framework allows us to map potential human rights risks associated with each stakeholder group, directly linked to our operations. This enables us to anticipate and address risks in real time, whether within our existing operations, in new business ventures, or throughout our supply chain.

For more details, please refer Strides' FY24 Sustainability Report at [Strides SR Final.pdf](#)

This statement was approved by the Board of Directors of Strides Pharma UK Ltd on February 28, 2025.

For and on behalf of The Board of Directors of

Strides Pharma UK Ltd



Name: Rajasekar Visvanathan

Director

Date: 28/02/2025