Modern Slavery Act Statement

We, Tillotts Pharma UK Ltd ("Tillotts UK"), are committed to improving our practices to combat slavery and human trafficking throughout our organisation and in our supply chain. This statement is made in accordance with section 54 of the Modern Slavery Act 2015.

Overview – Organisational Structure

Tillotts UK is a distributer of pharmaceutical products within the United Kingdom, registered at the Larbourne Suite, 8 The Stables, Wellingore Hall, Wellingore, Lincolnshire, LN5 0HX. Tillotts UK is an affiliate of Tillotts Pharma AG, the parent company of "Tillotts Group" which is based in Rheinfelden, Switzerland. Tillotts Group's parent company is Zeria Pharmaceutical Co., Ltd. ("Zeria"), a specialised gastroenterology pharmaceutical company based in Tokyo, Japan.

Tillotts Pharma AG is a speciality pharmaceutical company that is dedicated to the development, in/out licensing and marketing of innovative pharmaceutical products in the field of gastroenterology. Tillotts Group successfully market own products as well as in-licensed products in over 65 countries through own affiliates as well as a network of carefully chosen licensing and marketing partners. We are engaged in close collaborations with pharmaceuticals research centres and universities.

At Tillotts UK we are committed to honest and ethical business conduct in all of our activities and act consistently with all applicable laws and to the highest professional standards. We treat our employees and business partners with fairness and respect. Rewarding loyalty, honesty, entrepreneurship and outstanding performance whilst focusing on realising the values of passion, integrity, performance, collaboration, progress and accountability through everything that we do.

Overview – Supply Chains

Our supply chains includes:

(i) suppliers of medications (active pharmaceutical ingredients, manufacturing and packaging) and

(ii) suppliers of indirect services (professional services, facilities, and sales and marketing agencies).

Due Diligence Process, Risk Assessment and Management

Due to the nature of our business, we currently consider ourselves to be at low risk of exposure to slavery, human trafficking, or child exploitation.

We understand that our biggest exposure to Modern Slavery is in our product supply chain. All pharmaceutical products or components coming into the UK must comply with Good Manufacturing Practice (GMP) rules. To be GMP compliant, the manufacturers we use must follow detailed rules and guidance regarding the quality of products they produce, their facilities and their employees.

All manufacturing sites are subject to periodic inspections based on a risk assessment by applicable government regulators to check they are GMP compliant. It is intended that all potential new suppliers and manufacturers shall be subject to additional due diligence checks in the form of ethical/compliance audits conducted by or on our behalf. These checks are carried out by our Headquarters in Switzerland and reviewed annually.

Within the UK, we use one designated pre-wholesaler to manage the supply chain. Their modern slavery act statement is reviewed by Tillotts UK annually.

Training on modern slavery and trafficking

We will continue to embed the principles through:

- providing awareness information to employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring employees involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- providing employees involved in buying or procurement and the recruitment and deployment of workers training on modern slavery and ethical employment practices
- ensuring that consideration of modern slavery risks and prevention are added to Tillotts UK's policy review process as an employer and procurer of goods and services
- making sure Tillotts UK's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take a zero-tolerance policy towards modern slavery

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- For 2025 we aim to ensure that 100% of all employees receive information regarding the Modern Slavery Act. This was achieved in 2024.
- There have been no reported breaches in the past year.

Related policies

The Tillotts UK Code of Business Ethics embodies this commitment and outlines the principles and values applicable to all employees of Tillotts UK and expected from all our business partners. If you wish to read more, you can find our Code of Business Ethics in full here.

The following policies are also available to all of our employees through the Tillotts UK HR system:

- Whistleblowing
- Bullying and Harassment
- Equal Opportunities

Reporting

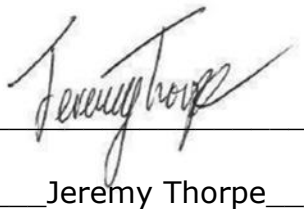
Any concerns relating to Modern Slavery can be raised confidentially without fear of retaliation by approaching a member of the Tillotts UK leadership team or by emailing complianceuk@tillotts.com. Any concerns will be fully investigated and appropriate action taken as a result of the investigation.

Further steps

Following a review of the effectiveness of the steps we have taken 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:

- Continue to regularly review and improve our supplier risk assessment process
- Continue to educate and promote a speak up culture within our business, encouraging all of our employees and those working on our behalf to raise any concerns.

This statement was reviewed and agreed by the board of Directors on 19 March 2025.

Signed 

Name _____Jeremy Thorpe_____

Role _____Managing Director___

Date _____19 March 2025_____