OBG PHARMACEUTICALS LTD

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities of OBG Holding Limited ("OBG Holding") for the financial year ending 31 December 2023.

The statement sets down our commitment to ethical human rights principles and the prevention of slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. It is recognised that all have a duty to be alert to risks, however small. Our employees are expected to report their concerns to management and management are expected to act upon them.

Organisational Structure and Supply Chains

This statement covers the business activities of OBG Holding which are as follows:

- Pharmaceutical research and manufacturing;
- Development and manufacture of natural products and extracts to the pharmaceutical, healthcare, cosmetic and food and drinks industries;
- Development and manufacture of polymer products including black masterbatch;

Policies and Controls

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Whistleblowing policy – OBG encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains. We operate a secure whistleblowing hotline which is managed securely by a third party to ensure disclosures can be made anonymously.
- Employee handbook – The handbook outlines the actions and behaviour expected of employees when representing OBG.
- Corporate Social Responsibility (CSR) Policy – OBG's CSR policy summarises how we work responsibly with suppliers and local communities in addition to managing our environmental impacts.

OBG undertakes due diligence when considering taking on new suppliers and regular reviews of existing suppliers. OBG's due diligence progress includes building longstanding relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking

risks of each new supplier, invoking sanctions against suppliers that have failed to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

When assessing risk OBG will consider the identification of countries where the organisation operates that are vulnerable to slavery and human trafficking; Identifying what parts of the business by sector or industry risk may be vulnerable to slavery and human trafficking; Assessing where the particular relationships or transactions are susceptible to slavery and human trafficking through business or transaction risk; Assessing where raw materials are sourced to identify product or all materials risk.

Supply Adherence to our Values and Ethics

OBG has zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place a rigorous supply chain compliance program.

This modern slavery and human trafficking statement will be reviewed on a regular basis and updated as necessary.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes OBG slavery and human trafficking statement for the financial year ending 31 December 2023.

Signed (Director):



Philip Didlick
Chief Operating Officer
On behalf of OBG Holding Limited

Date: 01 March 2024