



Anti-Slavery Code of Conduct 2023

This code of conduct is set down pursuant to section 54 of the UK Modern Slavery Act 2015.

Techdow Pharma England Limited is the UK-based affiliate of global healthcare company, Techdow. All of our employees, suppliers and contractors must be familiar with our code of conduct.

Our Commitment

Techdow believes in acting with integrity and is committed to protecting the human rights and fundamental dignity of our employees, customers, contractors and suppliers.

We are committed to management of risks and ensuring our supply chain is transparent, resilient and free from modern slavery and corruption. Techdow requires our employees, suppliers and contractors to:

- Comply with all applicable laws and regulations regarding employment practices, benefits, health and safety, modern slavery and anti-discrimination.
- Promote a safe environment and a workplace free of discrimination, harassment or bullying.
- Avoid the use of child or forced labour in any form.
- Pay fair wages and conditions in line with legislation including adequate rest periods and leave.
- Treat all employees, contractors and suppliers with dignity and respect.
- Oppose modern slavery in all forms.
- Monitor supply chains on a continual basis for compliance with the above requirements and promptly investigate any suspected non-compliances.

Modern Slavery Risk Assessment

Heightened risk areas in relation to modern slavery include:

- Use of low-skilled or migrant workforce
- Use of workforce intermediaries and use of third-parties
- Dangerous/undesirable work
- Long or non-transparent supply chains
- Raw materials such as glass, metals and minerals used in the Inhixa administration device
- Country-specific risks such as poverty, conflict, low availability of education, poor human rights standards, high prevalence of child labour

All of the medicines sold by Techdow Pharma England are made at Techdow manufacturing facilities in China utilising raw materials sourced from Hepalink group (Techdow is part of the Hepalink Group of companies). This provides a high level of oversight and transparency for our full supply chain. Techdow also partners with a limited network of external contract manufacturing and logistics service partners in European Union and UK. We perform regular audits to ensure the compliance and integrity of our supply chain. We therefore believe that the risks associated with our supply chain are low.



It is our belief that the risk of slavery within the workforce directly employed by Techdow Pharma England and globally by Techdow is also low. Work at Techdow requires the employment of highly educated and highly skilled staff, operating under established and highly regulated systems, processes, policies and procedures. Risk is carefully monitored and managed within a carefully controlled working environment.

We conduct our business with partners and suppliers who work to the highest ethical standards and comply with the laws and regulations applicable to their business. While there is a higher risk of modern slavery associated with the use of third parties, Techdow Pharma England believes the risk of slavery within the third-party workforces indirectly employed by our company is also low. Techdow Pharma England currently only has third-party contractual relationships with entities based in United Kingdom and European Union, which are bound to the same or similar legal standards and requirements in respect of modern slavery.

A handwritten signature in black ink, appearing to read 'PG-ge'.

Paula George

General Manager

Signed on behalf of Techdow Pharma England