

## Modern Slavery Statement

1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024

This statement is set down pursuant to section 54 of the UK Modern Slavery Act 2015 and covers the financial year from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024. The scope of this statement is the UK-based entity Techdow Pharma England Limited (TECHDOW).

TECHDOW is affiliated with the global healthcare company, Techdow Pharma and is part of the Hepalink Group of companies.

All of our employees, suppliers and contractors must be familiar with our code of conduct and our commitment to eliminating modern slavery from within our supply chain and operations.

### Our Business

Our focus is on medicines designed to treat and prevent thromboembolic diseases. Every year in the United Kingdom, venous thromboembolism requires treatment in around 1 to 2 people per every thousand people<sup>1</sup>.

In 2024, TECHDOW delivered 22 million doses of medicine to the UK healthcare system.

Our medicines are made and procured through the Techdow Pharma Group of companies and the raw materials for our medicines are produced by Hepalink, a global company which owns the Techdow Pharma Group. TECHDOW also partners with a limited network of external contract logistics service partners in the UK.

### 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 remain vigilant for the eleven indicators of modern slavery, as published by International Labor Organisation (ILO). TECHDOW 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.

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<sup>1</sup> National Institute of Clinical Excellence; <https://cks.nice.org.uk/topics/deep-vein-thrombosis/background-information/incidence/>, last updated June 2023

- Monitor supply chains on a continual basis for compliance with the above requirements and promptly investigate any suspected non-compliances.

To embed ethical integrity throughout our supply chain, our employees and logistics partners must undergo our sustainability training, which includes training on modern slavery. The training includes whistleblowing contact information for individuals who wish to report a potential breach of modern slavery standards and requirements. To date, no concerns have been raised within the TECHDOW supply chain and no reports of modern slavery have been made by any entity or individual. We are in the process of reviewing and updating all our contracts to strengthen modern slavery provisions for every TECHDOW supplier and contractor.

To ensure sustainability and respect for human rights are rigorously built into our governance and introduced into every aspect of our day-to-day operations, every TECHDOW policy and procedure contains a section on sustainability, including modern slavery. We have specific policies on Ethical Procurement Practices, Sustainability Training, Anti-Bribery, Malpractice and Maladministration, and Protection of Personal Data. Our Company Handbook and compulsory annual training programme set clear standards for the ethical behaviours and conduct expected of our employees.

TECHDOW is committed to ensuring the highest levels of ethical integrity of its supply chain, including the identification and elimination of forced labour and, specifically, the ILO indicators of free and unforced labour.

### **Key Performance Indicators**

To ensure our organisation and supply chain remain free from modern slavery, TECHDOW uses the following key performance indicators, which are reviewed quarterly by our Board and senior management team:

- No reports received via whistleblowing contacts (from internal or external parties)
- No incidence, suspicions or evidence of modern slavery raised during TECHDOW evaluation of suppliers and contractors
- No unacceptable or intolerable risks identified in relation to modern slavery as part of TECHDOW risk management activities
- No incidence, suspicions or evidence of modern slavery identified during independent audits of TECHDOW
- No arising media coverage of indications of modern slavery for entities within the TECHDOW mapped supply chain

### **Modern Slavery Risk Assessment**

In line with international guidance, we consider heightened risk areas in relation to modern slavery, which 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

Both within the United Kingdom and globally as an organisation, Techdow requires the employment of a highly educated and highly skilled workforce, operating under established and highly regulated systems, processes, policies and procedures and in compliance with the ILO Forced Labour Convention, 1930 (No.29) and the Abolition of Forced Labour Convention, 1957 (No.105). Therefore, we believe the risk of modern slavery within our UK and global workforce is low.

However, we recognise that our risks increase when working with third parties. We perform regular assessments to evaluate the compliance and ethical integrity of direct partners and suppliers within our supply chain and ensure respect for human rights. We also include Techdow group companies with which TECHDOW has a direct relationship within our assessment activities.

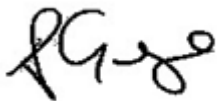
Both the United Kingdom and the global Techdow Group are also independently audited on an annual basis. This encompasses an in-depth and substantial review of our finances and governance, including environmental and social governance. No concerns have been raised during the independent audit.

In 2024, Techdow fully engaged with the Modern Slavery Assessment Tool (MSAT) to help improve protection and support in identifying and reducing the risk of exploitation of workers within our supply chains.

This engagement will continue, as will our commitment to strengthening the modern slavery provision within our contracts.

TECHDOW, therefore, believes that the risk of slavery within its operations and supply chain is low and that risk areas are subject to suitable levels of direct and independent monitoring.

This statement was approved by the Executive Board of Techdow Pharma England Limited on 30<sup>th</sup> January 2025.



**Paula George**  
Managing Director  
Signed on behalf of Techdow Pharma England Limited