

Num	QP04		
Rev	03	Name	Anti-slavery Policy

## **ANTI-SLAVERY POLICY**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

**Clinisciences Group** has a zero-tolerance approach to modern slavery, and 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.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015 and the EU Forced Labor Guidance.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we will include specific prohibitions against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

**This policy applies to all persons working for Clinisciences Group or on our behalf in any capacity**, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

Num	QP04		
Rev	03	Name	Anti-slavery Policy

## Responsibility for the policy

The company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Comments, suggestions and queries for improving the policy are encouraged and should be addressed to [employee\\_care@clinisciences.com](mailto:employee_care@clinisciences.com)

## Compliance with the policy

Employees or individuals associated with the company must ensure that they read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for the company or under its control.

Employees or individuals associated with the company are required to avoid any activity that might lead to, or suggest, a breach of this policy. They must notify by the email [employee\\_care@clinisciences.com](mailto:employee_care@clinisciences.com) as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

The above email is intended for this purpose and is only seen by two permanent employees of the company who were selected by management based on these criteria:

- At least one of the members must be a woman.
- Both members must cover a maximum of languages
- Neither of the two members should be in a management position
- Both should have an office role to be more available
- Both must be volunteers for this responsibility.

Num	QP04		
Rev	03	Name	Anti-slavery Policy

- Both must be from different countries and services to ensure that there will not be the same management.

In the event of any concern about one of the members on the designated team, address your request or complaint directly to the CEO of the company.

Employees or individuals associated with the company are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of the business or supply chains of any supplier tier at the earliest possible stage. If they believe or suspect a breach of this policy has occurred or that it may occur, they must notify the company using the email [employee\\_care@clinisciences.com](mailto:employee_care@clinisciences.com) as soon as possible.

Employees or individuals associated with the company should note that, where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains. If employees or individuals associated with the company are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, please notify the company by emailing [employee\\_care@clinisciences.com](mailto:employee_care@clinisciences.com).

Clinisciences Group aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavorable treatment connected with raising a concern.

If any employee or individual associated with the company believes that has suffered any such treatment, he/she should immediately inform the designated team through the email [employee\\_care@clinisciences.com](mailto:employee_care@clinisciences.com).

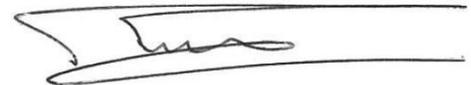
Num	QP04		
Rev	03	Name	Anti-slavery Policy

## **Communication & awareness of this policy**

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between the business and you. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

## **Breaches of this policy**

Any employee and individual associated with the company who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organizations working on our behalf if they breach this policy.



Tushendan RASIAH

CEO of CliniSciences Group