



Modern Slavery Statement 2019

Introduction

Mawdsleys is publishing this statement in support of the UK Modern Slavery Act 2015 (“MSA”).

Mawdsleys is a family owned business dating back to 1825 and the heart of our business is our people, not just our employees, but also those of our suppliers and customers. We have built our reputation because of our people and are committed to contributing to the prevention and eradication of modern slavery, not only within our own workforce but also those of our suppliers and customers. We recognise that modern slavery (a crime involving slavery, servitude and forced or compulsory labour) is an abhorrent abuse of human rights and fully support the principles of the MSA which promotes a practice that every organisation should be taking steps to tackle the issue.

Each financial year Mawdsleys publishes a statement setting out the steps we have taken to contribute towards tackling the issue.

This is Mawdsleys’ third statement and is for the financial year ending 31 March 2019. It is made pursuant to section 54(1) of the MSA.

Mawdsleys’ business and supply chains

The Mawdsleys group comprises Mawdsley Group Investments Limited (UK), Mawdsley-Brooks & Company Limited (UK), MBI Pharma Limited (Israel), Mawdsleys Pharmaceuticals DO Brasil LTDA (Brazil), Positive Solutions Limited and Luto Research Limited (“Mawdsleys”).

Mawdsleys specialises in services to the healthcare sector and pharmaceutical industry including purchasing, importing, exporting, warehousing, distributing, supplying and delivering medicinal products and devices and, pharmaceutical over-labelling and regulatory services as well as the supply of IT solutions and regulatory consultancy. Given the nature of the products that we deal with, provision of these services is not seasonal and applies throughout the year. More information on Mawdsleys’ range of services can be found on the website www.mawdsleys.co.uk.

We have a zero tolerance to modern slavery and this is reflected in our Anti-slavery and human trafficking policy which is applicable to employees and our supply chain. Amongst

other things, the policy educates the reader on what modern slavery is and encourages the prompt reporting of any activity that would constitute modern slavery.

The board requests updates on what the business units have done to tackle the issue of modern slavery.

Our business practices also aim to prevent violations such as making on time and sufficient payments and acting fairly in its requests and demands for goods and services. We also set the ordering standards of our customers to ensure that we too are not faced with high pressure and unmanageable deadlines. In many cases, Mawdsleys' customers have been with the business for many years, which has allowed both to develop a greater understanding of each other's business and gauge pressure points which helps to minimise the risk.

Our supply chains fall into the following categories, in respect of which the risks of modern slavery has been assessed as follows:

- Suppliers of pharmaceutical products. The products are sourced globally but primarily from Europe and risk is assessed on a case by case basis. The pharmaceutical industry is subject to regulation, approval and licenses which facilitates transparency in the supply chains and assists with the due diligence processes;
- Suppliers of operational goods and services such as IT systems (typically USA and UK based) and transport and logistics services (UK and Israel based). The majority of goods and services are sourced from these low risk territories but Mawdsleys' continues with due diligence in the normal course.

We are encouraged by the fact that we have seen an increase in the due diligence undertaken by our supply chain and customers who often make it a mandatory precondition that Mawdsleys either has its own policy on modern slavery or follows theirs before it can work with them. This reflects the fact that the issue is at the forefront of suppliers' and customers' minds.

In the period, we employed circa 500 people and all employees were required to comply with the group Anti-slavery and human trafficking policy. At the same time employees were encouraged to report any activities that they considered to be acts of modern slavery or otherwise a contravention of the MSA. There were no such reports in the period. We also had in place dedicated in-house HR and legal departments, complemented by external resources, which provided a facility for employees to go to should they have any issues and ensured compliance with all relevant labour laws.

Actions taken in this financial year

In the period we took the following actions as planned in its previous statement:

- Drafted a mission statement and due diligence procedures and, updates to code of conduct;
- Subscribed to external sources of information about combatting modern slavery including “Stronger Together”;
- Researched and discussed the issue with suppliers;
- Sourced an external training provider to provide training to staff on modern slavery.

Actions for the next financial year

We are committed to improving our practices and in the next financial year we would like to continue with our efforts to educate staff, customers and suppliers on modern slavery and promote good practice in the prevention and eradication of the issue. We will:

- Roll-out training to all staff;
- Implement amendments to policies and codes of conduct;
- Continue to research the issue and assess what further steps we can take to help try and eradicate it.

A handwritten signature in black ink, appearing to read 'W Sanders', with a long horizontal flourish extending to the right.

William Sanders
Chief Executive Officer