

MODERN SLAVERY STATEMENT 2024

Introduction & background

Mawdsleys Group Investments Limited publishes this statement pursuant to the Modern Slavery Act 2015 (“MSA”), on behalf of itself and its subsidiaries; Mawdsley-Brooks & Company Limited; MBI Pharma Limited; Mawdsleys Pharmaceuticals DO Brasil LTDA; Mawdsley-Brooks Europe BV; Nadimed BV; Positive Solutions Limited; and Lowry Pharma Limited (together “**Mawdsleys**”), to set out the steps that have been taken to combat modern slavery and human trafficking in these businesses.

Mawdsleys is a family-owned business, dating back over 150 years. People are at the heart of our business, not just our own employees but those people who work for our partners, suppliers and customers. We have built our reputation because of our people, and we remain committed to contributing to the prevention and eradication of modern slavery, not just in relation to our own workforce but for those working for partners, suppliers and customers. Modern slavery, a crime involving slavery, servitude and forced or compulsory labour, is an abhorrent abuse of human rights and we are fully supportive of the principles of the MSA and committed to promoting a practice that tackles this issue.

Each financial year Mawdsleys publishes a statement setting out the steps it has taken to tackle modern slavery, pursuant to section 54(1) of the MSA. This is Mawdsleys’ seventh statement and relates to the financial year ending **31 March 2024**.

Mawdsleys’ business and supply chains

Mawdsleys specialises in the provision of products and services to the healthcare and pharmaceutical sector, including purchasing, importing, exporting, warehousing, distributing, supplying and delivering medicinal products and devices, and supplying pharmaceutical over-labelling services, IT solutions and regulatory consultancy services. Given the nature of our businesses, the supply of these products and services continues throughout the year. More information about Mawdsleys and its businesses can be found on the website www.mawdsleys.co.uk.

The board expects the business units to report on the steps that they have taken to address issues of modern slavery.

Our business practices also aim to prevent violations, such as making on time and sufficient payments and acting fairly in requests and demands for goods and services. Ordering standards of our customers are set to ensure that we are not faced with unmanageable deadlines. Many customers have been with Mawdsleys for many years, allowing both parties to develop a greater understanding of each other’s businesses, to gauge pressure points, manage expectations and minimise risk.

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

- **Suppliers of pharmaceutical products.** The products are sourced globally. The pharmaceutical industry is subject to regulation, approval and licenses which facilitates transparency in the supply chain and assists with the due diligence processes.
- **Suppliers of operational goods and services such as IT systems** (UK & US based) and **transport and logistics services** (UK, Brazil and Israel based). Most goods and services are sourced from low-risk territories, but Mawdsleys' undertakes due diligence in the normal course.

We agree codes of conduct with manufacturers, suppliers and clients (including compliance with modern slavery laws), which indicates that this is priority for our partners.

Mawdsleys has dedicated in-house HR, H&S and legal departments, complemented by external resources, to ensure compliance with applicable laws and regulations, which employees can access if they have any issues or concerns.

Actions taken in this financial year

During this period the following actions were taken:

- We have engaged Safecall to provide a hotline service, which will allow employees to confidentially report any suspected wrongdoing in the workplace. Safecall provides a 24 hour a day, 7 days a week service via a freephone number. When contacting Safecall, employees can speak to an operator who is trained to receive a report about concerns that employees may feel they cannot address with their line managers. Employee may elect to remain anonymous. We believe that this hotline will encourage staff to report any modern slavery concerns, as well as any other misconduct, wrongdoing, harassment or health and safety issues that may impact staff, be detrimental to our culture or contrary to our values.
- Training seminars and workshops have been held which focus on responsible procurement and supply chain due diligence. Employees attended from across the business, with priority given to those who are involved in buying products or engaging suppliers for the provision of services.
- The ESG committee has developed with the creation of subcommittees with delegated authority to review and advise on specific areas, including a new focus group for H&S and wellbeing in the workplace, which is working on a new policy to ensure a consistent and standardised approach to ethical and responsible recruitment across the businesses.

Actions for the next financial year

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



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William Sanders, Chief Executive Officer