

Modern Slavery Statement for Financial Year 2024

Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems in place to safeguard against any form of modern slavery taking place within our business or supply chain.

This statement is made pursuant to our modern slavery obligations across all geographical locations we operate in¹ (see Appendix) and sets out the approach that Uniphar Group has in place to prevent the occurrence of modern slavery in our business and supply chain. This statement is also made in the context of Uniphar preparing for the incoming requirements of the Corporate Sustainability Due Diligence Directive expected in 2025/2026.

This statement is for financial year ending 31 December 2024 and outlines our progress in 2024 to prevent modern slavery and human trafficking in our organisation and outlines our ongoing commitment to do more.

It will be reviewed annually and updated where necessary to reflect changes in circumstances and actual practice.

Organisational Overview

Headquartered in Dublin, Ireland, the Uniphar Group is an international diversified healthcare services business servicing the requirements of more than 200 multinational pharmaceutical and medical technology manufacturers across three divisions - Supply Chain & Retail, Medtech and Pharma.

The Group is active in Europe, North America, APAC and MENA regions with subsidiaries located in Ireland, UK, Germany, the Netherlands, Sweden, Finland, Australia, New Zealand, Singapore and the United States of America.

Our business consists of three divisions broken down as follows:



Governance

Ultimate responsibility for ensuring that the Group has the appropriate culture, policies, procedures and oversight to ensure that modern slavery does not take place in our business, or our supply chain rests with the board of Uniphar plc (the “Board”) and our Chief Executive Officer. The Board have delegated the implementation and effective operation of controls to ensure compliance with

¹ Section 54(1) of the UK’s Modern Slavery Act 2015, the (ROI) Criminal Law (Human Trafficking) Act 2008 and the Criminal Law (Human Trafficking) (Amendment) Act 2013.

obligations in this regard to the Nominations, Governance and Sustainability Committee who report to the Board on an annual basis. The day-to-day implementation of the measures referred to in this statement rests with all employees and suppliers and in particular the teams across procurement, operations, and finance as we embed our newly launched Responsible Sourcing System.

Our Whistleblowing Policy also provides a mechanism for the reporting of areas of concern in a confidential way.

Policies and Procedures

Uniphar has several policies in place to support the highest standards of ethics, governance and risk management and to ensure we have a robust framework to mitigate against modern slavery risks in our own operations and in our supply chain. These include, but are not limited to:

- Code of Conduct
- Supplier Code of Conduct
- Whistleblower Policy
- Equality, Diversity & Inclusion Policy
- Anti-Bribery and Corruption Policy
- Dignity at Work Policy
- Conflict of Interest Policy

These policies are available on the Group's website at:

<https://www.uniphar.ie/static/sustainability/governance-quality-compliance/>

As further outlined below, during 2023 Uniphar published a Supplier Code of Conduct as part of the Group's roll-out of a Responsible Sourcing Strategy. The Supplier Code of Conduct outlines our expectations of suppliers and defines business conduct standards expected of all of suppliers to the Uniphar Group including human rights and labour standards. The Supplier Code of Conduct is published on the Uniphar Group website and will be integrated into new supplier contracts going forward. Acceptance of the terms of the Supplier Code of Conduct will also be integrated into new supplier onboarding processes currently being developed across the Group as well as periodic supplier assessments in respect of existing suppliers.

Due Diligence Process

Our approach to due diligence on human rights and modern slavery is different for our own operations and those of our suppliers.

Within our own operations

We carry out pre-employment checks to make sure that anyone we employ has the correct legal right to work status. We pay all employees fair wages which reflect market-based benchmarking, and all employees receive minimum wage. All employees receive written contracts of employment setting out their terms of employment and expectations as to working hours and benefits. All employees have access to qualified HR personnel and an external Employee Assistance Programme should they wish to seek support and the Whistleblower Policy provides a confidential manner in which employees can raise grievances or concerns.

Supplier Due Diligence and Responsible Sourcing

During 2023, we engaged with external consultants to support us in developing a Responsible Sourcing System for engaging and risk assessing our supply chain on key sustainability areas including modern slavery. Uniphar’s responsible sourcing system will be used to risk assess our supply chain against the potential threat of modern slavery. The main elements of the responsible sourcing system include:

- Mapping our supply chain to understand who our top suppliers are in terms of spend and which ones have the highest potential risk of modern slavery and human trafficking.
- Developing and rolling out a supplier questionnaire to assess due diligence against modern slavery. Uniphar reserve the right to investigate the answers suppliers have given in response to the questionnaire and other documentation provided, to ensure compliance with legal obligations.
- Supply chain engagement and risk assessment through a mixture of desk-based reviews of questionnaire data and accompanying information.
- Evaluating the outcomes of the risk assessment to understand if there are any high risks of modern slavery in our supply chain and to implement a remediation plan to mitigate and manage.

Uniphar’s Responsible Sourcing System
Responsible Sourcing Policy
Supplier Code of Conduct
Goods and services procured
Organisation
-CEO
-Company Secretary & Director of Finance
-Procurement & finance teams
Due Diligence
-Supplier Map
-Supplier sustainability questionnaire
-Audits & risk assessment
-Documentation & database
Training
-Internal teams
-Suppliers
Collaborations
-EcoVadis
Reporting
-Annual Modern Slavery Statement

Our suppliers will be responsible for maintaining audit information and evidence to demonstrate compliance with their sourcing policies. We collect and hold this information confidentially, unless a legal obligation requires otherwise, for example in the case of Modern Slavery reporting.

The Group has recently published a Supplier Code of Conduct which outlines our expectations of suppliers and their responsibilities to us and the many different constituencies we serve. All suppliers will have a responsibility to follow the Supplier Code of Conduct and the policies underpinning it.

The Group is in the process of developing a supplier questionnaire to engage and risk assess these key suppliers across various sustainability headings including the risk of modern slavery. Once completed the Group intends to expand this engagement to further key suppliers. Following this engagement, management will evaluate the outcomes of the risk assessment to understand if there are any high risks of modern slavery in our supply chain and to work with the relevant suppliers to implement a remediation plan to mitigate and manage any concerns.

Risk Assessments, Monitoring and Reporting

At Uniphar we take a risk-based approach to modern slavery and in conducting an initial supplier mapping exercise we have identified our Supply Chain and Retail Division as a key priority area as a result of the high revenue generation at traditionally low margins together with the extensive use of outsourced distribution and logistics service providers.

As part of our supplier engagement process and, in the near future, our new supplier onboarding platform, we will collect data, records and documentation on the supplier risk assessments being carried out as part of the Responsible Sourcing System, as outlined above. Proof of good practice and compliance, including copy Modern Slavery Statements of applicable suppliers, will be provided to Uniphar's responsible sourcing team if requested.

We will monitor our progress against the Responsible Sourcing System and will use improvement KPIs as part of ongoing improvements and due diligence.

If modern slavery is found in our businesses, it must be reported through the correct reporting lines. The Supplier Code of Conduct outlines what our suppliers must do if they become aware of any, actual, suspected or threatened modern slavery instances.

Uniphar's Whistleblowing Policy includes an external reporting line that employees can use to anonymously report any, actual, suspected or threatened modern slavery instances and the Supplier Code of Conduct directs suppliers to report breaches of that Code to compliance@uniphar.ie

Training

Employee training

In 2023, key personnel in Uniphar's finance, procurement and operational teams have received training from our external consultants on the Responsible Sourcing and further training is planned as our Responsible Sourcing Programme progresses.

Suppliers

When rolling out the Responsible Sourcing System we will offer workshops/webinars to provide guidance and to highlight both parties' requirements on sustainability topics including modern slavery. One-to-one sessions will be offered where appropriate.

Collaboration in the Value Chain

Uniphar recognises responsible sourcing in the value chain is something we cannot do alone. It requires collaboration with our suppliers and best practice initiatives.

Instances of Modern Slavery & Remediation

In the year ending 31 December 2024, no instances of modern slavery were identified.

This statement has been approved by Uniphar's Board of Directors and CEO on the 7th of May 2025 and shall be reviewed on an annual basis.

Chief Executive Officer: Gerard Rabbette



Date 7 May 2025²

² Since the approval and signing of the Modern Slavery Statement for 31 December 2024, an Appendix listing the group entities that Uniphar Plc owns and their geographical locations has been added to the statement.

APPENDIX

List of group entities that Uniphar Plc owns

Incorporated and trading in	Subsidiary name
Ireland	Allcare Management Services Limited
Ireland	Allphar Services Limited
Ireland	Cahill May Roberts Limited
Ireland	Lindchem Designated Activity Company
Ireland	Pagni Pharmacies Limited
Ireland	Point of Care Health Services Limited
Ireland	Pyramach Limited
Ireland	Uniphar Medtech Limited
Ireland	Trennamally Limited
Ireland	Scale Holdings Limited
Ireland	Uniphar Durbin Ireland Limited
Ireland	Uniphar Europe Limited
Ireland	Uniphar Wholesale Limited
Ireland	Uniphar Commercial Ireland Limited
Ireland	Innerstrength Limited
Ireland	Uniphar Pharma Solutions Limited (formerly Uniphar Commercial Solutions Limited)
Ireland	Proluca Pharma Limited
Ireland	TouchStore Limited
UK	Dialachemist Limited
UK	Durbin plc
UK	Macromed (UK) Limited
UK	Outcome Medical Solutions Limited
UK	Uniphar Medtech UK Limited
UK	Uniphar UK Limited
UK	Unisource Limited
UK	Uniphar Commercial (E4H) UK Limited
UK	Doncaster Pharma Limited
Finland	EPS Vascular OY
Sweden	EPS Vascular AB
Sweden	Uniphar Pharma Nordics AB
The Netherlands	Angiocare B.V.
The Netherlands	BModesto Vastgoed B.V.
The Netherlands	BMclinical B.V.
The Netherlands	BModesto B.V.
The Netherlands	SynCo Pharma B.V.
The Netherlands	BMmedical B.V.
Switzerland	CoRRect Medical Switzerland GmbH



Germany	CoRRect Medical GmbH
Germany	BModesto GmbH
US	Uniphar USA, Inc.
US	Uniphar PA USA, LLC
US	Uniphar C&C USA, LLC
US	Durbin, Inc.
US	Pharmaceutical Trade Services, Inc.
US	Uniphar Medical, LLC
US	Uniphar Development, LLC
US	Mdea, Inc.
US	The Doctor's Channel, LLC
US	Uniphar BESTMSLs, Inc
US	Uniphar Logistics USA, LLC
Australia	Uniphar Australia Pty Limited
Australia	Orspec Pharma Pty Limited
Singapore	Orspec Pharma PTE Limited
New Zealand	Orspec Pharma Management Limited