

Ascot Laboratories Ltd Modern Day Slavery Statement



1. Introduction

Ascot Laboratories Ltd is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chains. We recognise our responsibility to ensure ethical business practices and uphold human rights. Our Board and leadership team fully support initiatives that combat modern slavery, and we are dedicated to maintaining transparency, accountability, and continuous improvement in this area.

2. Our Business and Supply Chains

Ascot Laboratories Ltd operates in the United Kingdom with headquarters and offices in Borehamwood. Our business involves the manufacture and wholesale of pharmaceuticals. We work with a range of suppliers and partners across multiple regions, ensuring the delivery of high-quality goods and services. We recognise that some areas of our supply chain may be more vulnerable to modern slavery risks, and we actively work to mitigate these risks.

3. Our Policies

We have established comprehensive policies and frameworks to combat modern slavery, including:

- **Anti-Slavery and Human Trafficking Policy** – Outlining our commitment and expectations for all employees and suppliers.
- **Supplier Code of Conduct** – Setting ethical labour standards that all suppliers must adhere to.
- **Whistleblowing Policy** – Encouraging employees and stakeholders to report concerns related to human rights violations.
- **Ethical Sourcing Policy** – Ensuring our procurement processes align with human rights principles.

4. Due Diligence Processes

To assess and manage modern slavery risks, we have implemented:

- Risk assessments to identify high-risk suppliers and regions.
- Supplier audits and compliance checks.
- A requirement for suppliers to provide evidence of ethical labour practices.
- Contractual obligations mandating compliance with anti-slavery laws.



5. Training

We provide regular training programs to employees and key stakeholders to increase awareness of modern slavery risks. This includes:

- Mandatory training for procurement and HR teams.
- Awareness campaigns for employees at all levels.
- Training sessions for suppliers on ethical labour standards.

6. Effectiveness

To measure our progress in preventing modern slavery, we monitor and evaluate:

- The number of supplier audits conducted.
- Incident reports and whistleblower cases related to modern slavery.
- Compliance rates with our Supplier Code of Conduct.
- Employee and supplier participation in training programs.

7. Our Plans for the Future

We are committed to continuous improvement and will:

- Strengthen our supplier due diligence processes.
- Enhance our risk assessment tools to identify modern slavery risks more effectively.
- Expand training programs to reach more employees and suppliers.
- Engage in industry collaborations to promote ethical business practices.

This statement has been approved by the Board of Directors and will be reviewed annually to ensure ongoing effectiveness in tackling modern slavery.

Signed:



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