



November 2023

UK Modern Slavery Act Statement

This statement is made in accordance with section 54 of the UK Modern Slavery Act (the “Act”) on behalf of Ferring Pharmaceuticals Ltd (Ferring UK). It sets out the steps that Ferring UK has taken and is continuing to take to ensure that modern slavery or human trafficking is not occurring within our business or supply chain.

Introduction and Overview

Ferring UK is committed to operating in an ethical and transparent manner. In furtherance of such commitment, we have incorporated the requirements of the Act into our Code of Business Ethics and our compliance framework.

We take such standards seriously and do not tolerate slavery or human trafficking within our organisation or from third-part vendors from whom we purchase products or services.

Due to the nature of our business, we currently consider ourselves to be at low risk of exposure to slavery and human trafficking and are not aware of any areas in our operations likely to lead to a breach of human rights and modern slavery laws. In addition, we are committed never to knowingly deal with any organisation linked to slavery or human trafficking.

Education, Communication and Escalation

In order to promote adequate knowledge and understanding of the importance of the Act and the role it plays in eradicating modern slavery and trafficking, we have implemented specific training of key personnel which will be rolled out to all relevant employees and included in our induction process for new employees as part of our Code of Business Ethics.

Ferring UK encourages open and candid two-way communication and our employees are required to raise any concerns of known or suspected violations of our Code of Business Ethics or of illegal or unethical business conduct. Any such concerns can be raised on a confidential basis, without fear of retaliation, by approaching management, human resources, legal or compliance. Individuals may also report their concerns, and preserve their anonymity, through our independent Compliance and Ethics Hotline which is available 24 hours a day. Any concerns raised will be fully investigated and acted upon, as appropriate.

Employment Practices

Ferring UK’s employment practices comply with applicable employment and health and safety legislation and we are therefore confident that there is no slavery or human trafficking occurring within our organisation. Moreover, we ensure that the employment agencies that we deal with are also fully compliant with applicable legislation.

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As part of our Recruitment Policy, we conduct background checks on our employees upon employment to comply with regulations on work permits and visas and the right to work in the UK legally. This also involved a screening process, background checks and confirmation of qualifications.

Supplier Due Diligence

As part of our Global Compliance programme, we are taking steps to ensure that Ferring only partners with third parties that are properly vetted and unconnected in any way with slavery or human trafficking. This due diligence process explicitly includes screening for any potential or confirmed issues relating to slavery and/or human trafficking.

Any new partners will be required to ensure all goods and services are provided to Ferring in accordance with all applicable laws, including the Act.

In relation to our third parties, we have a risk-based approach, managed independently by the Compliance Program, which includes due diligence, background checks, investigations into adverse media and where risk is identified, we look further into the supplier to establish what compliance practices they have adopted including how they deal with concerns that are raised, human rights and labour law, a code of ethics and, where required, we provide training and education on our compliance and anti-corruption requirements.

In addition to the above, as part of our standard agreements with suppliers, we require that they confirm to us that they will carry out services in full compliance with all applicable legislation, regulations and codes of practice.

Our Business Partner Code of Conduct details our approach to avoid enforced labour including child labour, and to ensure respect for people. It also includes our commitment to the 10 principles of the UN Global Compact, including those related to labour and human rights.

Enforcement

Any suspected breach of our compliance programme or our Code of Business Ethics, including the Act, will be investigated and such investigations could lead to the termination of supplier contracts.

Conclusion

Ferring UK is not aware of any slavery or human trafficking occurring in its business or within the business of its suppliers. We will continue to apply appropriate risk-based due diligence processes as we continue to incorporate the Act into our compliance programme.

A handwritten signature in black ink that reads "Julia Hoover". The signature is written in a cursive style and is positioned above a thin horizontal line.

Julia Hoover
General Manager, Ferring Pharmaceuticals Ltd