

# ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

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## Overview

Bionical Solutions Group Limited (Bionical) is committed to improving its practices to combat slavery and human trafficking. Bionical Solutions provides clinical, commercial and digital services to life sciences companies in the UK and US, committed to improving patient outcomes. We deliver better access to medicines, improve patient adherence with prescribed treatments and provide healthcare professionals with unique tools to enhance patient communication. At the time of publication, Bionical has a staff of over 700 worldwide.

## Our Business

Our business is organised into 3 main areas: Clinical, Digital and Commercial. Clinical provides nursing and patient-support services to treat and educate; Digital provides technology services to engage and educate effectively online and Commercial provides outsourced sales services to reach your audience intelligently.

## Our Supply Chains

As we are a provider of services not goods, our supply chains are limited to suppliers of general business support goods and services. We operate in a highly regulated sector and therefore we believe that there is a low risk of slavery, human

trafficking or child labour in connection with our commercial activities. We work with many pharmaceutical companies, large and small, in the course of our business and comply with those companies' policy requirements with respect to modern slavery, among many other areas of regulation and good practice.

## **Our Policies on slavery and human trafficking**

Bionical is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Modern Slavery Policy and Labour & Human Rights Policy reflect our commitment to act ethically and with integrity in all our business relationships and to implement and take appropriate steps to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Bionical's internal policies include our Bionical Code which defines who we are and how we do business:

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate slavery and human trafficking risk, we have in-place systems to identify and assess potential risk areas within our supply chains; mitigate the risk of slavery and human trafficking occurring in our supply chains and to protect whistleblowers.

## **Supplier adherence to our values and policies**

Bionical has a zero-tolerance approach to modern slavery and will not engage in business of any description with any business who does so. We are committed

to our company values and work ethically in all our business dealings. Bionical is committed to combating slavery and human trafficking both in our operations and supply chain. To ensure all those within our supply chains (including contractors) comply with our values and policies, we have in place a supply chain compliance programme. This consists of pre and post appointment due diligence and supplier audits.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide mandatory training to our staff including on the Bionical Code, Freedom to speak up Policy, Labour & Human Rights Policy and our Anti-Modern Slavery Policy.

## **Further Steps**

Bionical will continue to review and enhance the measures taken to combat slavery and human trafficking, including, employee training levels, supply chain auditing and identifying any high risk suppliers, as is proportionate to the risks in our supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Bionical's Anti - Slavery and Human Trafficking Statement for the financial year ending 30 September 2023. This statement has been approved by

the Joint CEOs of Bionical Solutions Group Limited on 4 December 2023 and will be reviewed annually.