



# BRISTOL LABORATORIES LTD.

Date: 3<sup>rd</sup> August 2018

## Slavery and Human Trafficking Statement

### (Made pursuant to Section 54 of the Modern Slavery Act 2015)

We are a UK based pharmaceutical company established in 1997 and engaged in the development, manufacture, marketing and distribution of generic medicines in the UK and Europe.

We have zero tolerance to slavery in all its forms and are committed to implementing business practices that do not allow any form of slavery to take place, whether internally or as part of our supply chain.

Our supply chain includes procurement of raw material, packaging materials, chemicals for testing finished pharmaceutical products, and machinery to produce the finished pharmaceutical goods.

We have carried out a review of our internal Anti-Slavery Policy in order to determine whether it may be improved for better understanding and accessibility. We take action on an annual basis (or as the need may arise) to provide training to our staff on the Modern Slavery Act 2015, as well as provisions of our own in house policies. In the event that these legal provisions or policies are not complied with by any member our staff, we will not hesitate to fully investigate any complaints or incidents, and if required, take the necessary disciplinary action against the relevant staff member.

We continue in 2018 to make sure that our suppliers are aware of our zero tolerance approach to any form of slavery and also ask them to confirm their commitment to our ethical standards with regard to the same, in writing. We will not hesitate to report any incidence of actual or perceived slavery in relation to our suppliers, of which we are made aware, to the relevant authorities for further investigation.

In order to ensure that we do not have any incidents involving work derived from any form of perceived or actual coercion, we have a strong anti-bullying culture established within our organisation and our anti bullying message has been clearly communicated to all staff members with a provision that any reported incidents of bullying or perceived bullying will be investigated thoroughly and the results of the investigation acted upon, with warnings and disciplinary actions if necessary, whether this involves a senior member of staff or a junior member of staff.

This Statement has been reviewed by the senior management of Bristol Laboratories Limited and has been approved and signed by the Chairman and Managing Director of Bristol Laboratories Limited.

**For Bristol Laboratories Limited**

**T Ramachandran**  
**Chairman & Managing Director**

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