

Bristol Laboratories Limited

Slavery and Human Trafficking Statement

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

1. Structure and supply chain:

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. Our year end is 31st March.

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.

2. Policies and training:

We carry out an annual review of our Anti-Slavery Policy in order to determine whether it may be improved for better understanding and applicability. 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 the provisions of our own in house policies, which include not only the Anti-Slavery policy, but also our stance on maintaining an anti-bullying culture where everyone feels confident and secure in expressing themselves. We strongly feel that a confident staff will be better able to report any instances of slavery/forced labour that they encounter, whether externally, or internally. We also pay our employees at the prevailing minimum wage thus ensuring that we operate in line with principles of responsible sourcing.

We have clear and detailed employment contracts for our employees and also checks to confirm legal entitlement to work in the UK. We also enter into formal contracts of services with our self-employed contractors, and ensure that all our staff members are provided with the relevant training and information.

In the event that these legal provisions or policies are not complied with by any member our staff and the same is reported or comes to our attention otherwise, we will fully investigate any complaints or incidents, and if required, take the necessary disciplinary action against the relevant staff member(s).

3. Due diligence and risk assessment:

We take the appropriate steps to ensure that our suppliers and business partners in general 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 have developed an ‘anti-slavery statement of confirmation’ for such purpose. 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.

We also take the added measure of ensuring that our commercial agreements have provisions that reinforce ours and our business partners commitments to anti-slavery so that an ethical commitment is a natural part of our standard operations.

4. Covid – 19 considerations:

During the pandemic crisis we have tried to maintain as normal a working environment as possible, whilst remaining fully committed to the safety and rights of our staff and ensuring that our grievance procedures remain fully available to any staff member who wishes to utilise same. Full support has been provided to our staff members with the provision of statutory sick pay where applicable.

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

Dated: 29 September 2023

T Ramachandran
Chairman & Managing Director
Bristol Laboratories Limited