

# Modern Slavery Statement

July 2023

## Our Policy

Pursuant to Section 54 of the UK Modern Slavery Act (2015) Sygnature provides the following statement. The Sygnature Group of Companies is opposed to slavery and human trafficking in any part of our activities or our supply chain, in accordance with the Modern Slavery Act 2015. We are therefore committed to ensuring that we have developed adequate policies and procedures in place to identify and prevent these practices.

## Our Business

Sygnature is a provider of drug discovery services to the pharmaceutical industry. Based on four UK sites - Nottingham, Chesire, Tytherington, and Glasgow, the Company employs over 700 people.

## Our Supply Chain

The Business operates within the UK and purchases its materials for its processes globally, although the vast majority of products are sourced from businesses and supply chains located and operating within Europe.

## Our Policies on Slavery and Human Trafficking

The Sygnature Group of Companies firmly believe that it has a responsibility for promoting ethical and lawful employment practices. Accordingly, the Sygnature Group of Companies will not knowingly use unlawful labour or forced labour connected in any way to the products and/or services it provides, nor will it accept commodities, products or services from suppliers that employ or utilise unlawful labour or forced labour.

## Procedures on Slavery and Human Trafficking

As part of our compliance with the policies referred to above, we take the following steps:

- We assess potential risk areas in our supply chain;
- We mitigate the risk of slavery and human trafficking occurring in our supply chains, including by reviewing, where necessary, the controls that our suppliers have in place and carrying out other suitable checks.
- We monitor potential risk areas in our supply chains on a periodic basis.

Responsibility for ensuring that our procedures are adequate and are adhered to in all areas of our activities rest with the Board Directors of the Sygnature Group of Companies.

## Nature of this Statement

This statement is made by the Chief Operating Officer and does not form part of any contract of employment. It may be amended at any time.