

# Modern Slavery Statement

## 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. It sets out measures put in place by Sygnature Discovery during the Financial year ended 31<sup>st</sup> March 2024 to prevent modern slavery. 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. The Company is based in four UK sites and 3 Canadian sites; Nottingham; Alderley Park, Cheshire; Tytherington, Cheshire; and Glasgow in the UK, and Montreal, Laval and Lévis in Canada. The Company employs over 1000 people

## Our Supply Chain

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

## Our Policies on Slavery and Human Trafficking

The Sygnature Group of Companies is committed to promoting ethical and lawful employment practices. It will not knowingly use goods or services which are connected in any way with unlawful or forced labour in the supply chain.

The prevention, detection, and reporting of suspected modern slavery in any part of the business or supply chains is the responsibility of all those working for or on behalf of the Company, either directly or through a sub-contracting or consultancy arrangement. These core principles are reflected in our Supplier Code of Conduct and Ethics

The Company encourages anyone to raise any concerns about modern slavery, using the whistleblowing policy if necessary.

## 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 Resilience Officer and does not form part of any contract of employment. It may be amended at any time.

## Version Control

Created (date & author):	Dawn Parkins – 1 <sup>st</sup> October 2024
	Head of ESG and Compliance
Version Number:	2
Review completed (date & author)	Jonathan Williams 31 <sup>st</sup> October 2024
	Chief Resilience Officer
Next review date:	1 <sup>st</sup> October 2025