

Modern Slavery Statement

February 2026

1. Introduction

Sygnature Discovery is committed to conducting business ethically, responsibly, and in full compliance with the Modern Slavery Act 2015. We recognize that modern slavery, human trafficking, forced labour, and exploitation remain serious global issues affecting individuals and supply chains across many industries.

2. Purpose

This statement outlines the actions we have taken and continue to take to prevent modern slavery from occurring within our business operations and our extended supply chain.

The purpose of this Modern Slavery Statement is to:

- Clearly set out our commitment to preventing modern slavery and human trafficking within our business and supply chain.
- Demonstrate the policies, controls, and due diligence processes we have implemented to identify, assess, and mitigate risks.
- Provide our stakeholders, including employees, customers and suppliers, with transparent and accurate information about the steps we are taking to uphold ethical and responsible business practices.
- Ensure our organisation meets the legal requirements set out in the Modern Slavery Act 2015 and adheres to the principles of responsible business conduct

3. Scope

This statement applies equally to employees, contractors, and any individuals performing work under the direction of Sygnature Discovery Limited.

This statement applies to all our supply chain, including direct suppliers, contract partners, recruitment agencies, service providers, and any third parties acting on our behalf.

This does not form part of any contract of employment. It may be amended at any time.

4. Roles and Responsibilities

- Chief of People Officer/ Board sponsor - Reporting and reviewing compliance with this Policy and overall KPI status to the Board, as and when required.
- Head of ESG and Compliance – Policy owner responsible for the oversight of rollout strategy and policy enforcement.
- Heads of Procurement/Legal/ESG - for implementation of Policy.
- Heads of Procurement/Legal/ESG - responsible for ensuring the Policy is complied with.
- Head of ESG and Compliance - Initiating an audit against the Policy, as needed.
- Head of ESG and Compliance - Policy owner, responsible for review of the policy

5. Organisational structure

Sygnature Discovery is a contract research organisation providing drug discovery solutions in the pharmaceutical sector, such as preclinical research, formulation development and data analysis, to enable the acceleration of compounds to the clinic.

Sygnature Discovery is headquartered in the UK and with an annual turnover exceeding £36 million. We have over 900 employees operating in the UK and Canada

6. Supply chain understanding and structure

We recognise that it is crucial for us as an organisation to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate against those risks.

Our supply chains include providers of:

- Specialized industry specific equipment and technologies
- Laboratories and offices
- Specialised software platforms

7. Sourcing of goods and services

Corporate integrity, responsible sourcing and the safety and wellbeing of workers across the global supply chain are of paramount importance to Sygnature Discovery. These core principles are reflected in our Supplier Code of Conduct and Ethics which establishes the minimum standards that must be met by any business or entity that supplies products or services to Sygnature Discovery

8. Modern Slavery risk management governance

We ensure that we have identified named individuals and specific departments within the organisation to be responsible for our modern slavery risk management

To mitigate the risk of Modern Slavery, we take the following steps:

- Validation of suppliers against Sygnature Discovery's Supplier Code of Conduct and Ethics
- 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
- Enable employees to report concerns via a whistleblowing mechanism

9. People Practices and safeguarding measures

Our people practices play a vital role in preventing the risk of modern slavery, protecting the wellbeing of our employees and ensuring everyone knows their role in reporting any concerns.

Recruitment and Employment Practices

We are committed to fair and ethical recruitment practices. To maintain a safe and transparent working environment, we ensure that:

- All employees have the legal right to work and provide their own documentation.
- No recruitment fees are ever charged to candidates.
- All employment is voluntary, and employees are free to leave with appropriate notice.
- Contracts clearly explain rights, responsibilities, and working conditions.
- Background checks on recruitment agencies are conducted, and only approved, reputable agencies are used.

Employee protection and Support

To ensure a safe, supportive, and transparent working environment, we take the following steps:

- Raising awareness of modern slavery and helping employees recognise the signs of potential exploitation.
- Providing clear and accessible grievance procedures that ensures concerns can be raised easily
- Ensuring concerns about exploitation, unfair treatment, or unethical behaviour can be raised confidentially without fear of retaliation.
- Reinforcing that all employees have a responsibility to report concerns through established channels including our whistleblowing hotline.

10. KPIs

We measure our effectiveness in combating Modern Slavery through the following key performance indicators:

- Validation of suppliers against Sygnature Discovery's Supplier Code of Conduct and Ethics
- Use of a sophisticated payroll system
- Monitoring the number of whistleblower cases related to forced labour

11. Legislation

- Modern Slavery Act 2015

12. Related Information

- Employee Code of Conduct
- Supplier Code of Conduct and Ethics
- Whistleblowing policy
- Recruitment and Selection policy
- Grievance Policy

13. Version Control & Document History

Created by: (date & author, including job title):	Dawn Parkins Head of ESG and Compliance
Version Number:	3
Review completed: (date & author, including job title)	February 2026 Jonathan Williams Chief Resilience Officer
Next review date:	February 2027

Version Number	Date Amended	Reason for Change / Update
3	February	Review and branding update

14. Appendix

Approval by directors

This statement is made by the Chief Resilience Officer in pursuant to section 54(1) of the Modern Slavery 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st March 2025