

ACT STATEMENT**Date:** 27 Nov 2020

In accordance with section 54 of the UK Modern Slavery Act 2015, Pilatus Group publishes its Modern Slavery Act Statement, which cover the financial year 1 January 2021 – 31 December 2021. The statement sets out the steps taken by Pilatus Group that falls within the scope of preventing modern slavery and human trafficking from occurring in Pilatus group operations and in our supply chain.

At Pilatus Group, we are taking the following steps to prevent modern slavery and human trafficking from occurring:

OUR BUSINESS

Pilatus Group is an ambitious operator in the European market for pharmaceuticals. Our ambition is to supply high quality pharmaceuticals at a low cost. In other words, we offer consumers and societies more healthcare for their money.

Pilatus Group consists of two operating areas: sourcing and supply of comparators and biosimilars for clinical trials and dealing in Unlicensed Medicines and branded licensed medicines through parallel imports

Pilatus Group's vision – "We want to be number 1 in making healthcare a better deal" – expresses the general objective. "A better deal" does not only refers to savings, but also Pilatus Group delivers solutions that meet its stakeholders needs. Pilatus Group's operating activities are guided by our values which are flexibility, ambition, responsibility, and customer centricity.

IN OUR OWN OPERATIONSThe corporate social policy and supporting policies

It is essential for Pilatus Group to comply with international human rights and labour standards and to work against discrimination. Pilatus Group is obliged to do so through its commitment to UN Global Compact.

Our policies towards human rights are stated in our corporate social responsibility policy (CSR Policy) and our supplier code of conduct forms the basis for dialogue of human rights in our value chain. The CSR policy is mandatory for all Pilatus Group staff. In addition, we all staff to comply with applicable laws, regulations, and industry codes, international requirements and all our supporting guidelines. The Pilatus Group CSR policy is endorsed and approved by the Pilatus Group MD and the Pilatus group board.

Through our CSR commitment to respect and support internationally recognised human rights. Pilatus Group is committed to ensure patient safety, safeguard rights to privacy, strengthen labour rights across our operations through fair and safe working conditions.

Employees on our main sites receive a personnel handbook with guidelines for non-discrimination and ethical behaviour. All employees are trained in GDPR. At Pilatus Group, operations we established guidelines for continuous dialogues between workers, directors, and support functions.

Pilatus Group has established health and safety policies and procedures that are incorporated and followed. At Pilatus Group, we have well-defined safety procedures, training to all employees and we

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meet all legislative requirements on health and safety. In addition, we work with our parent company Orifarm to improve processes, evaluate risk areas, and secure full transparency on health and safety issues.

IN OUR SUPPLY CHAINThe Pilatus Supplier Code of Conduct

Pilatus Group recognises that it is not only our own operations that impact societies, but also the companies we engage with. In our Supplier Code of Conduct we communicate our expectations to our suppliers on responsible business conduct within human rights, labour rights, environment, and anti-corruption. This forms the basis for our dialogue with strategic external stakeholders on meeting our expectations.

Suppliers shall always ensure compliance with the Pilatus Group of Conduct and must be open for dialogue and collaboration with Pilatus to ensure continuous improvement in relation to principles stated in this Code of Conduct.

To ensure compliance we expect suppliers to monitor the negative impact of their operations on human rights, labour rights, climate and environments, and anti-corruption, Suppliers are also expected to establish preventive measures in order to reduce any negative impact identified during their monitoring.

Suppliers should adopt policies covering human rights, labour rights, climate and environmental matters, and anti-corruption, and define due diligence processes for each area. This also encompasses the designation of a competent person as responsible for coordinating efforts to improve on human rights and labour rights, climate and environmental matters and anti-corruption.

Upon request from Pilatus, suppliers shall document compliance with all obligations set out in the Code of Conduct. Moreover, suppliers shall undertake all reasonable efforts to ensure that agents and sub-contractors comply with the requirements of the Code of Conduct.

Due diligence of CSR risks in our supply chain

Our Due Diligence procedures are based on the UN Guiding Principles on Business and Human Rights. To minimise our adverse impacts in own operations and within our business we work towards:

1. Identify where in our value chain we may cause or contribute to Human rights violations
2. Prevent any violations we may cause or contribute to throughout our supply chain
3. Mitigate the impact that we may have caused or contributed to

Our biggest exposure to Modern Slavery is in our global supply chain. We conduct on-going assessments of the country or origin and our values chain activities in the markets we operate to identify risk for abusing human rights and labour rights

The focus for Pilatus Group in 2020 to further strengthen our efforts to:

- Continue our CSR supplier risk segmentations and CSR due diligence processes for product supplier selection
- Development of supplier self-assessment questionnaires and CSR audit processes

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The Pilatus CSR Board oversees our commitment to respect human and labour rights

TRAINING

It is mandatory for all Pilatus employees to know the Pilatus CSR policy which is available internally and externally on our Pilatus webpage

GRIEVANCE MECHANISM

Pilatus provides internal and external stakeholders with the option of regarding illegal or unethical behaviour, including behaviour and practices that do not comply with the social responsibility of Pilatus to respect human rights and labour rights.

The statement has been approved by the Pilatus Managing Director.

The Managing Director



JULIAN WOLFE