



Anti-Slavery and Human Trafficking Statement

Overview

UDG Healthcare plc (“UDG”) is committed to improving its practices to combat slavery and human trafficking. We are a global provider of services in the pharmaceutical sector. We are the ultimate parent company of companies within our Ashfield and Sharp Divisions (“The Group”). The Group has c. 8,000 employees worldwide and operates in 26 countries.

Our Business

Our business is organised into two business Divisions: Ashfield and Sharp. Ashfield is a global leader in advisory, communication, commercial and clinical services for the pharmaceutical and healthcare industries. Sharp is a global leader in contract packaging and clinical trial supply services to the pharmaceutical and healthcare industries.

Our Supply Chains

As we are a provider of services not goods, our supply chains are limited to suppliers of general business support goods and services and plant and equipment for our Sharp Division.

Our Policies on slavery and human trafficking

UDG is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Modern Slavery Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate slavery and human trafficking risk, we have in-place systems to:

- Identify and assess risk concentrations within our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

Supplier adherence to our values and policies

The Group has zero tolerance for slavery and human trafficking. To ensure all those within our supply chains (including contractors) comply with our values and policies, we have in place a supply chain compliance programme. This consists of pre and post appointment due diligence and supplier audits.

UDG has a dedicated compliance team, which consists of members representing the following departments:

- Legal
- Quality, Risk and Compliance
- Procurement

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff on the Group's Code of Conduct, Confidential Reporting process, and our Anti-Modern Slavery Policy.

Further Steps

UDG will continue to review and enhance the following key performance measures taken by us to combat slavery and human trafficking:

- Employee training levels;
- Actions taken to strengthen supply chain auditing and verification; and
- Steps taken to identify any high risk suppliers, and to assess their ability to detect and mitigate modern slavery risk in supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Anti - Slavery and Human Trafficking Statement for the financial year ending 30 September 2021.

This statement has been approved by the Board of Directors of UDG Healthcare plc on 26 January 2021 and will be reviewed annually.

SIGNATURE DIRECTOR
UDG HEALTHCARE PLC
Date:



Brendan McAtamney, CEO

26 January 2021