

## **Theramex Modern Slavery Act Statement 2024**

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 in respect of the financial year ended 31 December 2024. The Act requires businesses to state the actions they have taken during the financial year to ensure that modern slavery is not taking place in their operations and supply chains.

Theramex is committed to improving our practices to combat slavery and human trafficking.

### **Our Business:**

Theramex is a global speciality pharmaceutical company focused on women's health. We commercialise our products, which are manufactured by our partner Contract Manufacturing Organisations, either directly, or through a network of distributors around the world.

We have over 450 employees worldwide operating in UK, France, Spain, Germany, Italy, Ireland, Romania, Poland, Slovakia, Belgium, the Netherlands, Switzerland, Brazil and Australia. We are headquartered in the UK and carry out commercial activities in the UK as well as in other countries around the world.

### **Our Policies and Processes:**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure this is the case.

In order to identify and mitigate such risks, we carry out due diligence on our distributors and supply chain partners prior to working with them.

Furthermore, our partners must comply with Theramex's Partner Code of Conduct, which includes a requirement to adhere to human rights and applicable labour laws, including child labour laws.

To ensure our supply chain partners and distributors comply with our ethical standards, we have put in place training and monitoring programmes which are administered by our Compliance Department.



.....  
Robert Stewart

Chief Executive Officer