

**Glenmark Pharmaceutical Europe Limited's
Modern Slavery Transparency Statement**

This is the Modern Slavery Transparency Statement of Glenmark Pharmaceuticals Europe Limited and it is made pursuant to s54(1) of the Modern Slavery Act 2015 (the "Act"). It sets out the steps taken by us in order to demonstrate compliance with the Act.

We are a pharmaceutical company based in Watford, Hertfordshire with an annual total turnover in excess of £36 million. We employ approximately 80 employees and conduct business across Europe.

We manufacture our own in-house products and work with contract manufacturing partners who manufacture products for us. We also in-license products from third parties. Products are sold primarily to third party distributors, wholesalers and pharmacies.

We have in the last financial year, continued to endeavour to ensure modern slavery and human trafficking is not present in our supply chains and will not be present in the future.

As a company we are aware of the important role that we play in defeating the crime of modern slavery. We recognise that we must at all times ensure that we act ethically and with integrity at all levels of our supply chain and in accordance with international human rights' policies. We wish to uphold the transparency principles contained in the Act and we work closely with our supply chains to ensure that we continuously strive to do so.

The existing policies and standard operating procedures we have in place are intended to assist in combatting modern slavery and we continuously review and enhance these policies and procedures and provide training to our employees as necessary.

Our Whistleblowing Policy encourages reports from our employees of unethical conduct within the organisation and our commitment to corporate social responsibility is a core value of the business. This is further embedded in our Code of conduct which ensures each person is accorded equal opportunity and is treated fairly at all times, as well as our company handbook providing training to all employees. We also have in place an Anti-bribery and Corruption Policy to be followed by our employees at all times.

Our agreements with service providers and licensing partners oblige such companies to act in accordance with all applicable laws and regulations, including anti-bribery and corruption laws and regulations and we ensure that such partners commit to follow no less stringent obligations than those contained in our Anti-bribery and Corruption Policy within their organisations.

We work with employees who have mutually negotiated contracts with us as well as with contractors who operate through collective bargaining agreements. We provide fair salaries to our employees at all levels of the supply chain, observing national minimum wage and furthermore endeavour to provide a safe working environment and good working conditions to all. We conduct regular employee surveys to encourage communication and to gain feedback on working conditions and job satisfaction within the organisation. Action plans are put in place to implement changes based on the feedback of such surveys.

We conduct due diligence and regular audits at all levels of the supply chain based on a risk assessment profile through our stringent quality management system and safeguarding processes. Where an external partner does not satisfy us as to their operating procedures we will investigate further and work with the partner in an effort to help them improve their practices. Where issues are still evident we would always review and reconsider the relationship with such external partner for the future.

We appreciate there are risks related to slavery and human trafficking in our operations but we continuously evaluate and manage these risks throughout the supply chain to minimise them.

As we look ahead, it is our goal that every business partner we work with globally maintains a workplace that is free from slavery, servitude, forced or compulsory labour and human trafficking, and at all times acts in compliance with the Act. We will continue to further ensure that our employees are provided with training in relation to the Act to develop their understanding.

We hope that by complying with the Act ourselves we can send out a strong message to other companies and consumers around the world to work together to eliminate modern slavery entirely.

Our Modern Slavery Transparency Statement has been approved by the directors of Glenmark Pharmaceuticals Europe Limited and will be reviewed and updated as necessary.



Oliver Bourne

Director

Glenmark Pharmaceuticals Europe Limited