



CHIESI LIMITED

MODERN SLAVERY STATEMENT 2024

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1. INTRODUCTION

Chiesi Limited is publishing this statement under the provisions of the UK Modern Slavery Act 2015 (the **Act**), which requires businesses to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

Modern slavery is *"a hidden crime which encompasses slavery, servitude, forced labour and human trafficking"*. It has no place in our business or supply chains and we take a zero-tolerance approach to it. We are strongly committed to playing our part in eradicating modern slavery.

This statement refers to the financial year ending 31 December 2023.

2. ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

2.1 Our organisation

Chiesi Limited is a UK-based pharmaceutical company, with a particular focus on the fields of respiratory, neonatology, transplant medicine and rare diseases, operating from two sites in the UK. Our Head Office is located at 333 Styal Road, Manchester M22 5LG.

Chiesi Limited is part of the Chiesi group (the "Group") and our ultimate parent company is Chiesi Farmaceutici S.p.A., which has its head office in Parma, Italy. The Group has over 7,000 employees worldwide and operates in Europe, Asia, North America and South America. The Group achieved an annual worldwide turnover of circa €3 billion in 2023.

The Chiesi Group first achieved B Corp. certification in 2019 and successfully re-certified as B Corp. in 2022, with a significantly improved score. As a B Corp., it is legally required to consider the impact of its decisions on its workers, customers, suppliers, the community and the environment.

2.2 Our supply chains

Chiesi Limited procures goods and services from suppliers based in a number of countries and Chiesi Farmaceutici S.p.A. is by far its largest supplier. Chiesi Limited has contractual relationships with all of its suppliers.

Chiesi Limited outsources a range of services, including logistics services for warehousing and distribution and sales and events organisation, to providers based in the United Kingdom. We also work with a number of other supply partners who help to keep our offices and sites clean and secure.

The scale of our supply chains, upstream and downstream, gives us the opportunity to promote respect for human rights and to make a positive impact on people's lives. We are fully committed to working in partnership with suppliers, service providers, colleagues and society to address these challenges and ensure remediation for any victims.

In 2021 Chiesi Group revised the Code of Interdependence which has been amended and appears on our Group website. It is also provided to existing Suppliers. This is our Global Supplier Code of Conduct and it enshrines many values and principles we hold dear and sets out our commitment to maintaining the highest ethical standards in our Group and in our supply chain. Our commitment to tackle child labour, inhumane treatment and slavery are enshrined in that document, which we will continue to roll

out to future Suppliers. We have added reference to our Code of Interdependence into our standard terms for Supplier contracts and we expressly request our Suppliers to inspire their activities to the principles contained in it.

In 2021, our Group Code of Conduct was finalised and published. It too clearly sets out our position on issues such as modern slavery, child labour and human trafficking.

3. OUR POLICIES

Chiesi Limited is committed to upholding human rights and fully supports the Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work.

As part of our commitment to ensuring that our business and supply chain are slavery-free, the Group has in place a Group Code of Ethics, Social Responsibility Policy, Group Guidelines on Social Responsibility and Group Guidelines on Ethics and Compliance and Conduct.

In 2019, Chiesi Limited implemented a formal Anti-Slavery and Human Trafficking Policy and every year this is reviewed and revised as necessary.

We take all allegations regarding misconduct of any form extremely seriously. In order to enable our employees to report misconduct to our HR and Legal teams we have a whistleblowing platform *"SpeakUp&BeHeard"*, which allows our employees, customer, suppliers to raise concerns and submit reports, anonymously if necessary and without fear of retaliatory action, to ensure greater transparency and greater accountability. Any such concerns are dealt with in a secure manner and, where appropriate, investigated thoroughly and acted upon by our Group's Corporate Compliance Committee.

4. DUE DILIGENCE PROCESSES

Risks of modern slavery are dynamic and change quickly. Therefore, we regularly reassess and respond to the potential and actual risks in our business and supply chains.

As a standard procedure, we require new suppliers to provide us with their Anti-Slavery Policies where our anticipated annual spend is £10,000 and above. We review these policies to ensure they are adequate and appropriate, and we retain copies.

We include in our contracts with suppliers the requirement that they adhere to the requirements of the Modern Slavery Act 2015 and our Anti-Slavery Policy.

In response to a proven breach of the Modern Slavery Act 2015 or failure to comply with the requirement to comply with our Anti-Slavery Policy, we would terminate our relationship(s) with the relevant supplier(s).

5. IMPACT AND MONITORING

As part of our initiative to identify and address risks of slavery in our supply chain Chiesi Limited encourages openness and supports anyone who raises genuine concern in good faith. We are committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good

faith their suspicion that slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

6. TRAINING

Everyone who works for Chiesi Limited is obliged to, on joining us, familiarise themselves with our Group Code of Conduct and Anti-Slavery and Human Trafficking Policy and to complete an electronic declaration to say that they have read, understood and will comply with those and other relevant Group local policies. They must also watch an e-learning module and pass a validation to ensure they have understood the topic. This is also an annual requirement for all employees. The training sets out the core standards and ethical behaviors which all our employees should apply to their daily work and embeds respect for human and labour rights across the business.

If a revision to the Group Code of Conduct or Anti-Slavery and Human Trafficking Policy is made, everyone who works for us is required to review the relevant revisions and complete an electronic declaration to say that they have read, understood and will comply with the revised documents.

7. PLANS FOR NEXT YEAR

We will continue to pursue our goal of combatting modern slavery and human trafficking in the following ways:

- reviewing and updating our Code of Interdependence, ensuring that we continue its roll out to our supply chain;
- disseminating our Group Code of Conduct initiatives internally and externally;
- ensuring that all Chiesi Limited employees receive annual refresher training on our Group Code of Conduct and Anti-Slavery and Human Trafficking Policy;
- ensuring that all Chiesi Limited employees pass an annual validation to ensure they understand the importance of this topic and how/when to report any concerns; and
- ensuring any concerns raised, including whistleblowing via our *"SpeakUp&BeHeard"* platform, are acted upon promptly and appropriately

8. BOARD APPROVAL

This statement has been approved by Chiesi Limited's Managing Director on behalf of the Board of Directors.



Ralph Blom
Managing Director
Chiesi Ltd
May 2024