



MODERN SLAVERY STATEMENT

Codis, HVL PHARMA UK LTD, is committed to preventing modern slavery and human trafficking in our business and supply chain. We take our responsibilities seriously and are committed to acting ethically and with integrity.

About Us

Codis is a global CDMO specialising in commercial-scale spray drying, amorphous solid dispersions (ASD), and particle engineering technologies. The UK facility is based in Haverhill, Suffolk.

Our Commitment

We are committed to:

- Ensuring modern slavery does not occur in our business or supply chain
- Working only with suppliers who uphold high ethical standards
- Promoting a culture where concerns can be raised without fear

Our Policies

To help prevent modern slavery, we have:

- **Code of Ethics** outlining expected standards
- **Right to Work checks** for all employees
- **Whistleblowing arrangements** that allow concerns to be reported confidentially

These measures help ensure transparency and responsible practices.



Risk Management

To help identify and monitor the risk of slavery and human trafficking in our supply chain we:

- Include anti-slavery and human trafficking provisions in all our contracts with suppliers along with providing our Supplier Code of Conduct upon request.
- Our third-party payroll and umbrella solution for temporary workers have their own anti-slavery and human trafficking policies.
- We provide a whistleblowing policy and clear guidance on the reporting of any concerns or potential breaches.
- Work with reputable suppliers
- Expect suppliers to comply with relevant labour and human rights laws
- Will act quickly if any concerns are raised

Training

We provide mandatory training on compliance and ethics.

Our Ongoing Approach

Over the next year, we will:

- Continue to review our suppliers
- Strengthen our internal awareness
- Maintain our commitment to responsible and ethical conduct

Approval

This statement has been approved by:

Signed: Nick Hodgson
Nick Hodgson (Mar 26, 2026 14:11:34 GMT)

Date: 03/26/2026

Nicholas Hodgson – Director

Signed: Les Mitchell
Les Mitchell (Mar 26, 2026 14:42:13 GMT)

Date: 03/26/2026

Les Mitchell – Head of Procurement