



Recordati Pharmaceuticals Limited Modern Slavery Act Statement 2025

This statement has been published in accordance with the Modern Slavery Act 2015. 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.

The aim of this statement is to outline the activities of Recordati Pharmaceuticals Limited (“Recordati”) during the financial year ending 31 December 2025 to prevent modern slavery in the business and our supply chains.

Structure and Business

Recordati is based in the UK and is part of the Recordati S.p.A group (“Recordati Group”). Recordati S.p.A is one of Europe's leading pharmaceutical and healthcare companies, with headquarters in Milan, Italy.

Supply Chains

Recordati's supply chains predominantly include the manufacture and packaging of pharmaceutical products and the promotion, sale, and distribution of pharmaceutical products globally.

Recordati Group recognises the importance of protecting and promoting the defence of human rights throughout the entire supply chain and guarantees respect for fundamental human rights, renouncing the exploitation of labour, and is committed to ensure that our suppliers do the same. To this purpose, we ask our partners (including suppliers) to comply with the ethical and behavioural standards given in our Code. This obligation is formalised through dedicated contractual clauses.

Actions taken

Recordati has:

- Adopted the Recordati Group's Code of Ethics which ensures the highest standards of ethics.
- Communicated the Recordati Group's Code of Ethics with our employees and partners and promoted the awareness of the same.
- Implemented an independent / external / 3rd party managed ethics hotline to facilitate the reporting of any conduct concerns our employees or third parties may have.
- Conducted in person training for key staff members including Human Resources, General Managers, and Supply Chain.

Future plans

Recordati is committed to:

- Continue monitoring the environment in which it and its suppliers operate in order to mitigate the risk of breach of ethic's principles (including those set forth in the Recordati Group's Code of Ethics).



- Identify high risk suppliers (such as pre-wholesalers and manufactures) and plans to conduct further in-depth due diligence on such suppliers with a focus on anti-modern slavery and human trafficking.
- Ask anti-modern slavery compliance questions in our due diligence questionnaire used for new third parties we engage with.
- Update our partner distribution contract templates to include clauses around anti-modern slavery and human trafficking in high-risk jurisdictions.

This Statement has been approved by Recordati Pharmaceuticals Limited as of February 12th, 2026.

Signed by:

Sanjay Thomas Verghese
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Name: Sanjay Thomas Verghese

Title: General Manager SPC UK & Ireland

Date: 12-Feb-2026