



The Slavery and Human Trafficking Statement

Introduction

This Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the UK Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 December 2025.

This statement applies to all companies within the SERB Pharmaceuticals group (hereafter referred to as the “Group” or “SERB” or “we” or “our” or “us”).

We have zero tolerance towards slavery and require our supply to chain to comply with our values.

This statement reflects our broader commitment to the UN Global Compact, in particular the Human Rights elements of the UN Global Compact

SERB is proud to be a signatory to the United Nations Global Compact, an agreement to align our business strategies with ten principles covering human rights, labour, the environment and anti-corruption. We have chosen to align and focus our ESG strategy towards the UN’s Sustainable Development Goals (SDGs). With the primary focus on the SDG’s, which relate to health, environment, society and governance and have identified secondary SDGs where we are aware that our business has an impact and a responsibility. We review and publicly report our progress on our responsibility agenda annually to the UN and via this web page: [Responsibility - SERB Pharmaceuticals](#)

We published our 2025 sustainability report, which can be found here : [SERB-2025-Sustainability-Report](#)

SERB delivers value to society through better health, but we also recognise that our business has a responsibility to address the environmental, social, and governance challenges of our time. Our annual Sustainability Report allows us to make a public commitment to improve, and importantly, to report on our progress.

For more information about us, please visit www.serb.com.

Contents

1. Organisation structure and supply chains.....	2
2. Policies in relation to slavery and human trafficking	2
2.1 Whistleblowing policy	2
2.2 Code of Conduct	3
3. Due diligence processes	3
4. Risk assessment and management	3
5. Key performance indicators to measure effectiveness of steps being taken	4
6. Training on modern slavery and trafficking	4



1. Organisation structure and supply chains

The Group has business operations in the United Kingdom, as well as France, Belgium, Germany, Spain, US, Canada, Australia, China, Japan and the Middle East.

Within the Group, **Protherics Medicines Development Limited** meets the statutory threshold under Section 54 of the UK Modern Slavery Act 2015.

This entity, together with the wider Group, is included within SERB's consolidated reporting structure."

We provide rescue medicines typically used in emergency rooms and intensive care units to treat patients for whom there are limited treatment options. We are dedicated to delivering quality medicines that make a real difference to patients and their families through the development, manufacture, and commercialization of pharmaceutical products. We are actively researching new uses for our products and seek opportunities to license or acquire additional products that enable specialist physicians to serve their patients better.

The quality and consistency of the materials from the Group's suppliers are fundamental to the quality of our products and our ability to meet the demands of our customers and our patients.

Our quality, procurement and supply chain teams work closely with all key suppliers to ensure quality and consistency of supply by operating within quality agreements and contractual agreements. The Group has agreed a number of new supply agreements in the year, ensuring continued supply by improving its relationship with its suppliers.

2. Policies in relation to slavery and human trafficking

The Group is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains.

Our Commitment to Human Rights

SERB is committed to respecting and promoting human rights in line with the UN Global Compact principles.

We embed these expectations through our Code of Conduct, strong protections for whistleblowers, and our commitment to fostering a safe, inclusive, and ethical working environment.

Our 2025 sustainability initiatives including enhanced employee wellbeing programmes, diversity and inclusion activities, and expanded community volunteering reflect our belief that respecting human rights is fundamental to how we operate and engage with our people, partners, and communities.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

2.1 Whistleblowing policy

We encourage all its employees, customers, and other business partners to report to the Chief Compliance Officer any concerns related to its direct activities or its supply chains.

SERB provides a whistleblowing system that is available 24 hours a day, 7 days a week and can securely and confidentially receive, process and manage reports regarding violations of applicable laws or internal SERB rules or policies. The system also enables anonymous reporting, when necessary.



No disciplinary action or discriminatory measures shall be taken against a Whistleblower who has reported a fact provided the Whistleblower acted in good faith.

SERB's Whistleblowing system: <https://serb.integrityline.app/>

SERB's Whistleblowing policy is available here: [Serb | Whistleblowing Policy](#)

2.2 Code of Conduct

Our Code of Conduct sets down the actions and behavior expected of employees, customers and contractual partners and sets out guidelines encouraging the contribution to sustainable economic and social development. Our 2025 Code of Conduct can be found here : [SERB Code of Conduct](#)

3. Due diligence processes

We undertake due diligence when considering taking on new suppliers and regularly review our business relationship with existing suppliers. Our due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers in the event of non-compliance with our policies, including the termination of the business relationship.

During 2025, we strengthened our supplier oversight further by integrating sustainability-related monitoring and data collection across our operations. This included aligning processes at our Wales manufacturing site with ISO 14001-certified environmental management standards, supporting greater consistency and traceability throughout the supply chain.

As part of our broader ESG programme, we continued enhancing the quality and completeness of supplier-specific data, including information shared directly by suppliers regarding their environmental and operational performance. This improved data transparency helps us better understand and assess risk within our supply chain including labour-related and human-rights risks and supports more informed decision-making across procurement and supplier management. Refer to our Sustainability Report 2025 here : [SERB-2025-Sustainability-Report](#)

4. Risk assessment and management

We take our responsibility to protect human rights very seriously and are committed to acting in accordance with the values and standards set forth in our Code of Conduct in relation to our business and operating systems. Our Code of Conduct describes our commitment to the UN Global Compact on Sustainable Development and Human Rights and our expectation that suppliers also support the UN Global Compact.

We define our supply chain as anything that is essential to ensure the safety and efficacy of our products. Although not itself a guarantee of compliance, suppliers currently in this category are based in countries with strict labor laws, lower risk of modern slavery, and active government efforts to abolish modern slavery in supply chains.

Our contracts include clauses that require suppliers to follow policies and procedures to identify, prevent and mitigate human rights and labor risks.

In 2025, SERB enhanced risk management by integrating newly acquired sites (including Hattiesburg, Mississippi) into Group-wide ESG monitoring and strengthening oversight of environmental and operational controls following the ISO 14001 certification audit. Refer to our Sustainability Report 2025 here : [SERB-2025-Sustainability-Report](#)



5. Key performance indicators to measure effectiveness of steps being taken

We expect high standards from our suppliers, contractors, and business partners. Prospective partners are required to verify their ethical practices as part of an initial screening process. New partners are also required to complete an assessment verifying their ethical practices, assurance of compliance with international standards for human rights, and steps taken to eliminate all forms of forced and compulsory labor from companies in its supply chain. Where a partner cannot provide the assurance of their ethical practices, we will work with that partner to help improve practices in that area, before ultimately reviewing the use of that supplier going forward.

Suppliers of goods and services to our supply chain are subject to audits from our Quality Assurance function. If it became apparent or there is a reasonable suspicion that any of our business partners were involved in forced labour, child labour and any practice in which people are exploited or exposed to dangerous conditions, we would review our business relationship with that partner and if unable to resolve the issue to our satisfaction, we would terminate our relationship with that business partner.

In 2025, the Group expanded its ESG data transparency, including more consistent reporting of supplier-related environmental data and enhanced internal KPIs linked to travel, energy use, and supply chain emissions. Refer to our Sustainability Report 2025 here : [SERB-2025-Sustainability-Report](#)

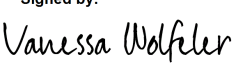
6. Training on modern slavery and trafficking

Our Code of Conduct sets out how employees are expected to behave and the culture of respect and dignity which are the bedrock of our corporate values. As part of that Code of Conduct we encourage all employees to report any concerns relating to any part of that business that is at odds with our ethics and standards. We retrain all our employees annually on our Code of Conduct. All appropriate staff are provided with information, instruction, and training to raise awareness of the responsibilities under the Modern Slavery Act and those directly responsible for the selection of new suppliers and on-going management of existing supplier relations are required to act in accordance with the Modern Slavery Act's requirements. The Group is committed to investigating and dealing with all concerns in an open and honest manner and protects those raising concerns. Employees and partners can report concerns in a variety of ways, including via a confidential whistleblowing helpline. Any concern raised will be investigated with any outcome and actions reported back to the person or organisation raising concerns.

As part of our wider 2025 ESG engagement, SERB increased the frequency of internal communications on responsible practices, including monthly ESG updates and Group-wide meetings focused on ethical operations and compliance.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending 31 December 2025.

This statement has been approved by the board of directors of Protherics Medicines Development Limited.

Signed by:

CBD4FF45EF39437...

Vanessa Wolfeler

Chief Executive Officer