

## Modern Slavery Statement

### ❖ Introduction

Biocon Biologics is committed to preventing modern slavery and human trafficking across all its business operations and supply chains. Biocon Biologics has zero tolerance for slavery and human trafficking.

### ❖ Overview

The Act (In accordance with Section 54, Part 6 of the Modern Slavery Act 2015) requires commercial organisations supplying goods or services with a turnover of more than £36 million to prepare and publish an annual 'Slavery and human trafficking statement'. The statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its business or supply chain.

### ❖ Definitions:

TERM	DEFINITION
Biocon Biologics	Shall mean and include 'Biocon Biologics UK Limited', 'Biosimilars Newco Limited' and Biosimilar Collaborations Ireland Limited.
Modern Slavery	Modern slavery is an international crime defined as the exploitation of individuals through means such as human trafficking, forced labor, servitude, and slavery. It involves recruitment, transportation, transfer, harboring, or receipt of persons through coercion, abduction, fraud, deception, or abuse of power for the purpose of exploitation.

### ❖ Organisation structure:

Biocon Biologics Limited is a global biopharmaceutical company. Biocon Biologics UK Limited, Biosimilars Newco Limited and Biosimilar Collaborations Ireland Limited are, direct or indirectly, wholly-owned subsidiaries of Biocon Biologics Limited having its Head Office in Bangalore, Karnataka, India.

### ❖ Our UK Business:

Our UK business is organized as follows:

- Biocon Biologics UK Limited and Biosimilars Newco Limited (both registered in UK) and Biosimilar Collaborations Ireland Limited (registered in Ireland): The business carried out by the entities is a commercial operation supplying biosimilar / biopharmaceuticals to the hospitals and retail markets

### ❖ Our Supply Chain

Our supply chain encompasses agencies, contractors, external consultants, third-party representatives, and business partners. We hold all our contractors, suppliers, and business partners to the same high standards.

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During our contracting process, we strive to include clauses that prohibit the use of forced, compulsory, or trafficked labor, as well as slavery or servitude, whether involving adults or children.

### ❖ Biocon Biologics Policies in relation to slavery and human trafficking

Biocon Biologics ensures that slavery and human trafficking is not taking place in any part of our business or in our supply chain. Biocon Biologics recognizes, respects, and promotes human rights by treating everyone with dignity. This statement should be read in conjunction with the following documents:

- **Biocon Code of Conduct:** Code of Conduct outlines the commitment to ethical business practices and the prohibition of any form of forced, compulsory, trafficked, child or involuntary labor. In Particular:

#### Biocon Code of Conduct (Article 3.1)-

*Individuals covered in this Code have the right to work in an environment free from any form of discrimination, which can be considered harassing, coercive or disruptive, particularly behaviours that tantamount to sexual harassment. The Company asserts a zero-tolerance policy towards sexual harassment. The Company will not use any form of forced, compulsory, trafficked, child or involuntary labor.*

- **Business Partner Code of Conduct / Supplier Code of Conduct:** Biocon Biologics expects the high standards from its business partners (including their suppliers / value chain partners) and are expected to understand as well as to adhere and comply with Biocon Biologics' Supplier Code of Conduct, which includes provisions against modern slavery and human trafficking in any part of its supply chain. In Particular:

#### Business Partner Code of Conduct- Article (c) Slavery and Human Trafficking

1. All labour must be voluntary. Business Partner should not support or engage in slavery or human trafficking in any part of its supply chain.
2. Business Partner should not, and should ensure that its Partners do not, support or engage in, or require any: - compelled, involuntary, or forced labour - labor to be performed by children or individual underage as per applicable law. - bonded labour - indentured labour. - prison labour.
3. Business Partners are encouraged to uphold human rights of their workforce as well as of their respective Partners, and all the stakeholders may work (directly and indirectly) with them.

#### Business Partner Code of Conduct- Article (V) (1) - Compliance with Law

*Business Partners must conduct their business in compliance with all applicable laws and regulations, including, but not limited to, those relating to corruption, bribery, money laundering, tax evasion, competition, export controls, modern slavery (and human trafficking), and health, safety, and environment.*

- **Whistleblower & Integrity Policy:** Biocon Biologics encourages individuals including business partners, to speak up without hesitation and fear, if they believe in good faith that the Biocon Biologics' policies including

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*code of conduct, regulations, or any laws are being breached, or an individual or group is acting in a manner that would adversely impact the interest of Biocon Biologics and or its employees.*

○ Code of Conduct – Article 15 – Raising a Concern (Reporting Channels)

*We encourage individuals covered in this Code to speak up without any hesitation and fear, if they believe in good faith that the Biocon policies or this Code are being breached, or an individual is acting in a manner that would adversely impact the interest of Biocon and or its employees. Any employee can raise a concern against suspected unethical /non-compliant activities through multiple channels, including writing to:*

*Biocon Biologics Limited and subsidiaries: @ integritybiologics@biocon.com*

*Speak-up Hotline: <https://bioconbiologics.ethicspoint.com>*

- Business Partner Code of Conduct – Article AA (2) - Any individual can report concerns regarding suspected unethical / non-compliant activities as soon as possible, in accordance with Whistle Blower & Integrity Policy (<https://www.bioconbiologics.com/docs/BBLWhistleblower-and-Integrity-Policy.pdf>). Business Partner's workers can also report any concerns about work conducted for or on behalf of Biocon Biologics to: [integritybiologics@biocon.com](mailto:integritybiologics@biocon.com).

Biocon Biologics' Code of Conduct as well as Business Partner Code of Conduct (Supplier Code of Conduct) imbibes the spirit of human rights in its operations and value chain.

We are also guided by the ten principles of the UN Global Compact covering human rights, labor, the environment, and anti-corruption.

Our commitment to human rights arises from our Values, which is the basis of our code of conduct. Biocon Biologics strives to create a work environment that is conducive to safeguard human rights. We expect all our employees, trainees, vendors, suppliers, and business partners to abide by our Values.

### ❖ **Vision and Values:**

Vision: Biocon Biologics' vision is to be a global leader in biologics delivering affordable access to innovative and inclusive healthcare solutions, transforming patients' lives.

Values: Biocon Biologics advocates and practices five values listed hereinbelow:

- Integrity & Ethical behavior
- Performance driven work culture
- Value creation through innovation & differentiation
- Quality through compliance & best practices
- Collaboration, teamwork & mutual respect

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Biocon Biologics commits to work against bribery and corruption in all its forms. Biocon Biologics review the relevant policies on periodic intervals to identify any amendments to be made to the policies for ensuring all aspects relating to human rights are covered.

### ❖ Risk Assessment, Diversity, equal opportunity, and non-discrimination

- Biocon Biologics is committed in promoting equitable, equality, diversity and mutual trust in the workplace and provide equal opportunity for all individuals regardless of race, color, religion, age, gender, sexual orientation, nationality, disability, political opinion, and other factors as may be covered in labour laws.
- Biocon Biologics follow transparent and merit-based processes in hiring, recruitment, development, compensation, and promotions solely based on qualifications, performance, skills, and experience.
- Biocon Biologics employees are free to join or refrain from any employee collectives without fear, retaliation, or harassment.

### ❖ Due Diligence,

As a part of our initiative to identify and mitigate risk we comply with our due diligence processes as outlined in our Third Party Risk Management Policy to be in conjunction with Biocon Biologics Business Partner code of Conduct. We have steps/ procedure in place to:

- Identify and assess potential risk areas.
- Identify the risk of slavery and human trafficking in conducting background checks (as necessary) through a due diligence platform;
- We expect our supply chain to have suitable anti-slavery and human trafficking policies, processes.

### ❖ Training

The employees are periodically trained on Biocon Code of Conduct covering key topics such as modern slavery and trafficking, anti-bribery, conflict of interest ethical code of conduct or decision making etc., which includes the requirement to act ethically and in compliance with all applicable laws and regulations including Biocon Biologics policies and procedures.

### ❖ The next steps

Although we have stated our position on human rights in our Code of Conduct as well as in our Business Partner Code of Conduct, we will impart training to relevant stakeholders on the aspects of modern slavery to demonstrate our global commitment to address Modern Slavery in our business.

## Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act, 2015 and constitutes our slavery and human traffic statement for all businesses in United Kingdom (UK).

On behalf of:

- Biocon Biologics UK Limited
- Biosimilars Newco Limited
- Biosimilar Collaborations Ireland Limited

Updated - 1<sup>st</sup> September 2025

Sd/-

**Naveen Narayanan**

Global Head of HR

Sd/-

**Rajendra Jatar**

Director