Modern Slavery and Human Trafficking Statement

Financial year ended 30 September 2026

Our commitment

ITH Pharma Limited is committed to conducting business ethically and responsibly. We have a zero-tolerance approach to modern slavery and human trafficking in our business and supply chains, and we expect the same standards from those with whom we work.

This statement describes the steps taken by during the financial year ended 30 September 2026 to help prevent modern slavery and human trafficking in its business and supply chains. It has been prepared with reference to section 54 of the Modern Slavery Act 2015.

Our organisation and supply chains

ITH Pharma Limited provides aseptic compounding services. We work with medical and other suppliers and logistics organisations to compound bespoke prescriptions for the NHS and deliver them as required.

Our supply chains include providers of goods and services supporting our operations, including medical suppliers, logistics and outsourced services.

Risk assessment and due diligence

We recognise that modern slavery risks may arise particularly in supply chains, outsourced activities, recruitment through agencies and general recruitment. We pay particular attention to activities and jurisdictions where safeguards may be less developed.

Our controls include:

- Checking our supply chains and seeking visibility of those providing goods and services to us;
- Communicating that we will not accept exploitation or human trafficking;
- Maintaining a database of suppliers with links to their anti-slavery policy;
- Using specified, reputable recruitment agencies and checking their background, reputation and worker-assurance processes before approval;
- Reviewing approved recruitment agencies at least every three years;
- Seeking confirmation that the appropriate right-to-work checks and other relevant checks have been completed in respect of agency workers;
- Providing written employment contracts to our employees and taking steps to check that workers have not been required to pay direct or indirect recruitment fees;
- Checking that employees are legally entitled to work in the UK; and
- Informing new employees of statutory rights and benefits.

Policies, responsibilities and reporting

Our anti-slavery policy sets out responsibilities for the Company, managers and colleagues. Managers are expected to remain alert to indicators of exploitation, respond appropriately to concerns and raise awareness. All colleagues are expected to report suspicions and suggest improvements.

Colleagues should raise non-emergency concerns with the HR department and/or a senior manager. Where someone appears to be in immediate danger, the emergency services should be contacted by calling 999.

Awareness

We communicate relevant changes to our anti-slavery policy and procedures via our employee handbook.

Monitoring effectiveness

We review our anti-slavery policy at least annually. Our approach is to monitor whether the controls described above are operating as intended and to identify opportunities to strengthen due diligence, awareness and reporting.

Before publication, confirm and insert the outcomes for the year ended 30 September 2026:

- Our Database of suppliers checked and updated;
- Right to work checks undertaken;
- No concerns reported; and
- No remedial action was needed to be taken.

Looking ahead

During the next financial year, we will continue to review our risk assessment, supplier and recruitment controls, colleague awareness and reporting arrangements, and will make improvements where appropriate.

Approval

This statement was approved by the Board of ITH Pharma Ltd and signed on its behalf by Adam Bloom, Chief Executive Officer:

Signed: