

Nova Laboratories Limited

Slavery and Human Trafficking Statement

Modern slavery is a global problem transcending age, gender and ethnicity. The Nova Group are passionate about being a responsible and ethical business that treats its people with dignity and respect. They make our business the success it is today. We do not tolerate slavery and human trafficking and outlined below is our commitment to ensuring they have no place in our business.

The Nova Group (Nova) comprises 10 companies and directly employs a total of 225 employees, employed in research, development, manufacture and distribution of sterile and non-sterile medicinal products to a worldwide base of pharmaceutical, biotechnology and healthcare markets, from 2 sites in the UK

The MSA 2015 requires large businesses, with sales of over a specified amount (currently £36m) to be transparent about their efforts to eradicate Slavery and Human Trafficking. Although Nova falls under this turnover threshold, as an ethical Company it complies, in so far as it can, with all the legislation. This statement explains the steps we have taken during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains or any part of our business.

We have contracts of employment in place for all of our employees. Additionally, our contracts are supported by our human resources policies and procedures, which are provided individually to all staff and copies are available within the workplace. Our HR policies and procedures are reviewed regularly by the organisation's Human Resources Manager together with our HR Consultants, Jay Webb Consultancy Services Limited, 13 Dunholme Avenue, Loughborough, Leicestershire, LE11 4SG to ensure we remain compliant.

Nova conducts "right to work" checks on all direct employees prior to them commencing their roles with the Company. This includes checking, where applicable, that the employee has a valid work visa and is of an appropriate age to work.

We allow all individuals who work or provide services to us the right to freely choose employment and, the right to associate freely with other individuals.

Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination.

We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct.

Based on our risk assessments, we deem the risk of slavery or human trafficking occurring within Nova direct employee population or contract staff population under our direct supervision, to be low.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and expect all our business partners to share this approach.

A copy of this statement is available on the company website for our business partners to inspect.

We currently do not engage with suppliers in high risk areas. During 2018/19 the business is undertaking an extensive supply chain mapping and ethical risk assessment process which will be ongoing and will inform future Procurement Policy.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Nova Groups slavery and human trafficking statement for the current financial year.

Roger Staniforth, Head of Group Finance and Company Secretary

A handwritten signature in blue ink, appearing to read "Roger Staniforth".