



## UK Modern Slavery Act Statement 2021

### INTRODUCTION

Parexel International Limited and its affiliated companies (together, "Parexel") is committed to ensuring that there is no modern slavery or human trafficking in our business or in the supply chains that we use. Parexel is committed to ensuring transparency and is consistently mindful as to what steps can and should be taken, where necessary, to combat slavery and human trafficking.

### ORGANISATION'S STRUCTURE

Parexel International Limited is a wholly owned subsidiary of Parexel International Corporation - this business is registered in the United States of America (<https://www.parexel.com/>).

We provide comprehensive drug development capabilities worldwide. Our global regulatory expertise, Phase I-IV clinical research services, integrated eClinical technologies, and advanced commercialization services all work together to move potential new products through the development journey more smoothly and cost-effectively from beginning to end.

Head office in the UK is located at Hart House, Priestley Road, Basingstoke, Hampshire, RQ24 9PU.

### OUR POLICIES AND TRAINING ON SLAVERY AND HUMAN TRAFFICKING

Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls.

Our employee Code of Conduct includes the following Anti-Slavery statement:

#### *Anti-Slavery*

Parexel is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensuring our colleagues and all people have the dignity and intrinsic value independent of the work they do. We treat our suppliers and each other with respect.

As part of our commitment to combatting modern slavery, we work to ensure transparency with our suppliers of goods and services and are mindful as to what steps can be taken to combat slavery and human trafficking.

We all have a responsibility to treat each other with respect and to call out slavery and human trafficking when we see it.

All our employees are required to read and understand the Code of Conduct so they can identify behaviour that may violate our policies. Employees are expected to report concerns or violations and management are obligated to investigate such reports. Employees who fail to comply with Parexel's policies and/or applicable laws and regulations may be subject to disciplinary action, up to and including termination.

### DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we comply with the UK's employment and social security laws. We do not tolerate slavery or human trafficking. We have complete management visibility of all employees in the UK. Strict control is operated.

## OUR SUPPLY CHAINS

We are a services organisation supporting the biopharmaceutical industry. Although operating in various locations around the world, we believe that the risk of modern slavery for our business, and in our sector, is low. Our employees and contractors are predominantly professionals who have significant scientific and professional training. Our business is not particularly at risk of slavery and human trafficking. We require our suppliers to comply with all UK laws, rules and regulations.

Our Supplier Code of Conduct includes the following Anti-Slavery statement:

### *Human Rights*

Suppliers must respect human rights and warrant that all employees work on a voluntary basis and must prohibit all forms of human rights abuses, including child labor, forced, involuntary, or indentured labor, slavery, human trafficking and physical punishment.

Suppliers shall encourage and facilitate the reporting of concerns or illegal activities in the workplace and shall promptly investigate any reports received. Suppliers must ensure that employees can report such concerns without fear of retaliation or reprisal of any kind.

## SUPPLIER ADHERENCE TO OUR VALUES

In addition, we have developed a programme whereby our suppliers are subject to a due diligence process and regular reviews.

If at any point a supplier does not meet its obligations, and/or we suspect or know of slave labour and human trafficking issues, we will discontinue the use of that supplier. This is unlikely to happen given the context of the industry in which we operate.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We are confident that within our own business and within the companies with which we do business there are no issues with slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for 2021.

## SIGNATURE OF DIRECTOR



**Michael F. Crowley**  
For and on behalf of Parexel International Limited

**Date:** August 19, 2021