

# **Modern Slavery and Human Trafficking Statement**

Financial Year 2026–2027

## **Introduction:**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that TriOn Pharma Limited has taken during the financial year 2026–2027 to ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

## **Organisation Structure and Business:**

TriOn Pharma Limited is a UK-based pharmaceutical wholesaler and distributor, operating under an MHRA Wholesale Dealer Licence and supplying pharmaceutical products to healthcare providers within the UK and internationally. Our operations include sourcing, procurement, regulatory compliance, and distribution of pharmaceutical and medical products. We are committed to conducting our business with integrity, transparency, and in accordance with all applicable laws and ethical standards.

## **Supply Chains and Risk Assessment:**

We recognise that while the risk of modern slavery within our direct operations is low, potential risks may arise within our wider supply chains, particularly where products or raw materials are sourced internationally. These risks may include forced labour, child labour, exploitative working conditions, excessive working hours, or restricted worker freedoms, particularly in jurisdictions where labour protections or enforcement may be less robust. We are also aware that complex, multi-tier supply chains can reduce visibility and increase the risk of unethical practices occurring at lower tiers.

## **Policies and Commitment:**

TriOn Pharma Limited maintains a zero-tolerance approach to modern slavery and human trafficking. We are committed to ensuring that such practices do not occur in any part of our business or supply chain. This commitment is supported by our internal policies, including our Anti-Slavery and Human Trafficking Policy, Supplier Code of Conduct, Whistleblowing Policy, and Employee Code of Conduct. These policies set clear expectations for ethical behaviour and compliance, both internally and for all third parties with whom we work.

## **Due Diligence and Supplier Management:**

As part of our due diligence processes, we take reasonable steps to assess and monitor the risks within our supply chain. This includes working with licensed and regulated manufacturers and suppliers, verifying supplier credentials, and incorporating ethical compliance requirements into contractual agreements. We seek confirmation from our suppliers that they comply with the Modern Slavery Act 2015 and that they have not identified any instances of slavery or human trafficking within their own operations or supply chains. We also continue to review and update supplier agreements to reflect our expectations and regulatory requirements.

**Actions Taken During FY 2026–2027:**

During the financial year 2026–2027, TriOn Pharma Limited has continued to strengthen its approach to managing modern slavery risks. We have maintained oversight of our supply chains through internal monitoring and review processes, with designated personnel within our regulatory and quality functions responsible for ensuring that appropriate controls are in place and effective. We have also ensured that our procurement practices, including pricing, lead times, and payment terms, are managed responsibly so as not to create undue pressure that could contribute to unethical practices within the supply chain.

**Employment Practices:**

Within our own organisation, we operate robust recruitment and employment practices that are fair, ethical, and non-discriminatory. All employees are subject to appropriate pre-employment checks, including verification of their right to work, and are provided with standardised wages, benefits, and access to grievance procedures. We do not operate zero-hour contracts and ensure that all employees have access to clear reporting mechanisms, including whistleblowing channels, to raise any concerns confidentially.

**Training and Awareness:**

We ensure that employees, particularly those involved in procurement and supply chain management, are aware of modern slavery risks and understand how to identify and report concerns. Awareness and accountability are key components of our approach, and we continue to promote a culture of ethical responsibility throughout the organisation.


**Continuous Improvement:**

TriOn Pharma Limited is committed to continuous improvement in this area. We will continue to review our policies, strengthen our due diligence processes, and enhance our engagement with suppliers and stakeholders. Where appropriate, we will also explore collaboration with industry bodies and other organisations to improve transparency and address risks within supply chains.

**Approval:**

This statement has been approved by the Board of Directors and reflects TriOn Pharma Limited's ongoing commitment to preventing modern slavery and human trafficking.

Signed on behalf of the Board of Directors:



Mr. V K Patel

Commercial Director

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