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## Modern Slavery Act Statement – Evotec (UK) Limited

### Overview

Evotec (UK) Limited is a registered limited liability company in England and Wales and part of the Evotec group of companies under the parent entity, Evotec SE (hereinafter collectively referred to as, Evotec). Evotec is committed to operating its business ethically and in compliance with all applicable laws, regulations, and codes to prevent human rights abuse or modern slavery occurring in any part of its global operations and supply chains.

The Modern Slavery Act 2015 (the Act) requires commercial organisations with a turnover of more than £36 million to prepare and publish an annual statement of the steps taken by the organisation to ensure that slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business. This slavery and human trafficking statement is provided in accordance with Section 56 (6) of the Act and sets out the steps that Evotec has taken to ensure zero tolerance to modern slavery or human trafficking in its business and supply chain.

### About Evotec

Evotec is a life science company with a unique business model that delivers on its mission to discover and develop highly effective therapeutics and make them available to the patients. Evotec's multimodality platform comprises a unique combination of innovative technologies, data and science for the discovery, development, and production of first-in-class and best-in-class pharmaceutical products. Evotec has strategic activities in a broad range of currently under-served therapeutic areas, including e.g. neurology, oncology, as well as metabolic and infectious diseases. Within these areas of expertise, Evotec aims to create the world-leading co-owned pipeline for innovative therapeutics and has to-date established a portfolio of more than 200 proprietary and co-owned R&D projects from early discovery to clinical development.

Evotec provides high value pipeline co-creating partnerships and solutions to all Top 20 Pharma and over 800 biotechnology companies, academic institutions, as well as other healthcare stakeholders. Evotec operates globally with more than 5,000 highly qualified people. In the United Kingdom, Evotec operates from two sites - Milton Park, Abingdon and in Alderley Park, Macclesfield, both sites offer highly synergistic technologies and services and operate as complementary clusters of excellence along with 15 other Evotec sites globally.



## Evotec policies in relation to slavery and human trafficking

Evotec does not tolerate any forced labour or violations to the UK's anti-human trafficking and anti-modern slavery laws in its business and within its supply chains. To ensure compliance with applicable laws governing human rights, Evotec has adopted the following policies:

- **The Evotec Code of Ethics and Business Conduct (Code):** the Code applies to Evotec SE and its majority controlled global affiliates. The Code encapsulates the global corporate culture regarding integrity, accountability, patient well-being, environmental responsibility, and the psychological safety of its workforce. The Code further represents Evotec's commitment to uphold ethical standards, ensure safety, comply with regulations, build trust, and promote responsible business practices in research and development.
- **Supplier Code of Conduct (Supplier CoC):** the global Supplier CoC sets out Evotec's commitment to the highest standards of ethical behaviour and to economic, social and environmental sustainability throughout its supply chains. Evotec's current and future suppliers are expected to fully comply with applicable laws and adhere to internationally recognised environmental, social and corporate governance standards, including respect for human rights, zero tolerance for child, forced or compulsory labour, expectations regarding fair treatment of employees, animal welfare standards, health, safety and environmental standards. The Supplier CoC defines Evotec's expectations of its suppliers regarding their activities in the production, acquisition and delivery of goods and services supplied directly or indirectly to Evotec.
- **Whistleblowing Policy:** the purpose of the whistleblowing policy is to encourage and facilitate the reporting of compliance-related concerns as an important instrument to protect the integrity of Evotec SE and all of its affiliated companies. Evotec employees, stakeholders, clients, suppliers and vendors are encouraged to raise concerns about any aspect of the business or concerns within the supply chains using the trusted EVOwhistle reporting channel (<https://evotec.group.integrityline.org/> Evotec group's dedicated and secure website hosted outside the company's network) which ensure maximum protection (including confidentiality and data protection) for the whistleblower and the person who may be subject of an addressed concern.
- **Sustainability Report 2023:** Evotec's annual sustainability report reflects Evotec's transparency and accountability on Environmental, Social and Governance (ESG) and the outcome of its comprehensive sustainability approach covering topics such as employee matters, human rights, supply chain responsibility, anti-corruption and environmental and social matters. The sustainability report outlines the steps Evotec is taking to ensure robust supplier risk assessment and ongoing commitment to strengthen human rights within Evotec and in Evotec's supply chain.



## Due Diligence, Risk Assessment and Management

Evotec prohibits any form of human trafficking or forced labour within the organisation and by its suppliers and third parties that provide goods and services to facilitate its operations.

Evotec observes the highest standards in its employment and recruitment practices. It has in place robust employment and human resources policies that protect the workforce from unfair treatment and promote a psychologically safe, fair and inclusive workplace. Evotec conducts pre-employment reference and identification checks on successful job applicants before they join the Company and requires all new employees to complete compliance trainings (including reading and certifying acknowledgement of key policies and procedures, including the global Code of Ethics and Business Conduct).

Evotec's general terms and conditions for the purchase of goods and services (available on its website) include provisions requiring suppliers to comply with applicable laws, and the requirement for all suppliers to abide by Evotec's Supplier CoC. In addition, Evotec collects ratings on its suppliers via a trusted provider of business sustainability ratings. Evotec reserves the right to terminate relationships with suppliers and other third parties who conduct business contrary to its Supplier CoC.


Evotec requires all its officers, employees, managers to complete regular mandatory trainings on its internal training portal on compliance and procurement related matters, particularly training that highlights legal risks when working with suppliers and other third parties and the standard processes in place for requesting and onboarding third parties and suppliers. This includes trainings on anti-bribery and corruption policy, procurement policy and procurement process.

There was no identified case or report of modern slavery or human rights violation within Evotec (UK) Limited or received by Evotec (UK) Limited in respect of its supply chain within the financial year ended 31<sup>st</sup> December 2023.

This statement was approved by the board of directors of Evotec (UK) Limited on 1<sup>st</sup> May 2024.

If you would like to find out more, please email [legal-uk@evotec.com](mailto:legal-uk@evotec.com).

## Approved

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**Adam Stoten**

Director, Evotec (UK) Limited