



## Anti modern slavery statement November 2018

### Overview

UDG Healthcare plc (UDG) is committed to improving its practices to combat slavery and human trafficking. We are a global provider of services in the pharmaceutical sector. We are the ultimate parent company of companies within our Ashfield and Sharp Divisions (Group). The Group has over 8,000 employees worldwide and operates in 22 countries.

### Our Business

Our business is organised into two business Divisions: Ashfield and Sharp. Ashfield is a global leader in advisory, communication, commercial and clinical services for the pharmaceutical and healthcare industries. Sharp is a global leader in contract packaging and clinical trial supply services to the pharmaceutical and healthcare industries.

### Our supply chains

As we are a provider of services not goods, our supply chains are limited to suppliers of general business support goods and services and plant and equipment for our Sharp Division.

### Our Policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, 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 whistleblowers.

### Supplier adherence to our values and policies

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and policies, we have in place a supply chain compliance programme. This consists of pre and post appointment due diligence and audit of suppliers.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Quality and compliance
- Procurement

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff in both our Anti-slavery policy and the Confidential reporting process.

### Further Steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to review the following key performance measures taken by us to combat slavery and human trafficking:

- Employee training levels;
- Actions taken to strengthen supply chain auditing and verification; and
- Steps taken to identify any high risk suppliers, and assessing their ability to detect and mitigate modern slavery risk in supply chains;

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30 September 2018.



SIGNATURE DIRECTOR

UDG HEALTHCARE PLC

Brendan McAtamney, CEO

Date: 21 November 2018

This statement covers all of the relevant UK based subsidiaries:

Ashfield Healthcare Limited

Ashfield Healthcare Communications Group Limited

Sharp Clinical Services (UK) Limited

**UDG Healthcare plc**

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**Directors**

P. Gray (Chairman), B. McAtamney (Chief Executive), N. Clerkin (Irish), C. Brinsmead (British), C. Corbin (British), M. Lee (Irish), N. Miller-Rich (United States),  
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