

# A&J Pharma Ltd.

## Modern Slavery Plan

### 1. Introduction

A&J Pharma Ltd. is committed to preventing modern slavery and human trafficking in all aspects of its operations and supply chain. This plan outlines our approach to identifying, mitigating, and addressing the risks associated with modern slavery.

### 2. Objectives

- Ensure compliance with the UK Modern Slavery Act 2015.
- Identify and assess risks of modern slavery in our supply chain.
- Promote ethical business practices and human rights.
- Implement monitoring and reporting mechanisms to prevent exploitation.

### 3. Key Risk Areas and Mitigation Strategies

#### 3.1 Supply Chain Due Diligence

- Conduct risk assessments on all suppliers and third-party contractors.
- Implement stringent supplier selection criteria, focusing on ethical sourcing.
- Require suppliers to adhere to our Modern Slavery Policy.

#### 3.2 Employee Awareness and Training

- Provide modern slavery awareness training to all employees.
- Encourage reporting of concerns through a confidential whistleblowing system.
- Ensure fair wages, working conditions, and ethical treatment of all workers.

#### 3.3 Compliance & Monitoring

- Conduct regular audits and compliance checks within our operations and supply chain.
- Develop a risk assessment framework to identify high-risk areas.
- Collaborate with industry groups and regulators to stay updated on best practices.

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## 3.4 Reporting and Accountability

- Establish clear reporting channels for modern slavery concerns.
- Investigate and take action against any reported violations.
- Publish an annual Modern Slavery Statement outlining our progress and commitments.

## 4. Continuous Improvement

- Regularly review and update policies and procedures.
- Foster partnerships with organizations working to combat modern slavery.
- Engage with stakeholders to strengthen anti-slavery initiatives.

A&J Pharma Ltd. is dedicated to maintaining an ethical supply chain and working environment, free from exploitation. By implementing this Modern Slavery Plan, we strive to uphold human rights and corporate responsibility.

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