



## **Evolan Pharma AB – Modern Slavery Act Statement 2025**

### **Introduction**

Evolan Pharma AB is publishing this statement in accordance with the UK Modern Slavery Act 2015 (the 'Act'). The Act requires businesses to state the actions they have taken during the financial year to ensure that modern slavery is not taking place in their operations and supply chains. Modern slavery encompasses slavery, servitude, forced labour and human trafficking.

This statement covers Evolan Pharma AB with reference to the financial year ending December 31, 2024.

### **Evolan Pharma AB's Business and Supply Chains**

Evolan Pharma AB is located in Danderyd, Sweden. It is a privately owned Swedish pharmaceutical company, with majority of its sales generated in Sweden, with increasing growth from other Nordic countries as well as the UK, Australia, New Zealand and Canada. The organisation's competencies are concentrated around business development, marketing and sale of pharmaceutical products. To ensure high quality and availability of products, Evolan Pharma AB partners with a number of well-established producers and service providers.

Evolan's business operations fall into four main areas – viz Store brand OTC, Branded OTC, Generic Rx and Original Products, with over 250 pharmaceutical marketing authorisations within its product portfolio which includes medical devices, food supplements and cosmetic products.

The company's purpose is to add value to society through its products by increasing the well-being of people and enhancing quality of life.

Evolan Pharma outsource manufacturing and product development activities. The head office focuses on all other functionalities including regulatory, pharmacovigilance, quality assurance, sales, marketing and logistics.

### **Policies**

Evolan Pharma AB's Code of Conduct forms the foundation of its company policies, setting out how employees and other stakeholders within its supply chains recognise the company's values and expectations in their day to day activity, and adopts the organisation's respect for human and labour rights. The company's standard operating procedures help to mitigate against the risk of modern slavery.

Evolan's own employment guidelines and policies set out the minimum standards expected, and the commitment to conduct business with respect for international human rights standards. The company upholds similar expectations of its third party partners.

### **Assessment of Modern Slavery Risk**

As part of Evolan's commitment to implementing the principles on Business and Human Rights, a risk assessment is carried out on a periodic basis to ensure there is focus on areas that may be at risk.

Within Evolan Pharma's own organisation, it is believed that the risk of modern slavery is non-existent, owing to the highly regulated industry in which the company operates, its employees being both educated and skilled, and in the main the work undertaken is in a controlled environment with established policies and procedures.

The risk of labour exploitation increases when the company engages with third parties, particularly within manufacturing and distribution operations outside the EU, and where the visibility of indirect relationships is limited, and in countries which are not as well protected. The great majority of Evolan's suppliers are in Europe, thereby lowering the risk of modern slavery within its supply chain. However, Evolan Pharma is cognisant that there is a potential increase to the risk of Modern Slavery in the lower Tiers of the supply chain comprising suppliers of raw materials & excipients and packaging materials.

### **Due Diligence and Risk Management**

As part of the due diligence and risk management process Evolan Pharma has embarked on ensuring that all employees are inducted and trained on its code of conduct in relation to Human Rights. This helps create an environment where any risk of labour rights violations can be raised and remedial actions can be taken.

Over the coming year Evolan Pharma plans to formalise the processes to allow the organisation to undertake a more formal assessment of its third party partners in high(er) risk countries.

### **Governance & Training**

Evolan Pharma AB is committed to seek continuous improvements in its approach to identifying and minimising modern slavery risks. This will be brought about through Governance and Training. As part of this commitment, it is the intention to incorporate modern slavery risk assessment alongside sustainability audits that are currently carried out amongst suppliers. In the event of any deviation, the ambition is always to resolve the issue in close dialogue with the supplier and take on necessary corrective actions.

Evolan Pharma AB are members of the Pharmaceutical Supply Chain Initiative (PSCI). The members share a vision of establishing and promoting responsible practices that will continuously improve social, health, safety and sustainable environmental outcomes for its supply chains amongst which are responsible, fair and safe working conditions and practice.