

Chiesi Limited – Modern Slavery Statement for the year ending 31 December 2025

This Modern Slavery Statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by Chiesi Limited and, where relevant, the wider Chiesi Group, during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking in our business operations and supply chain.

1. Introduction

Chiesi Limited ("Chiesi") is committed to conducting business with integrity, fairness, and respect for human rights. We maintain a zero-tolerance approach to modern slavery, human trafficking, forced labour, and child exploitation. Our dedication to eradicating modern slavery reflects our values as a certified B Corp¹ and underpins how we work with colleagues, suppliers, and stakeholders.

2. Our Organisation

Chiesi is a UK-based pharmaceutical company specialising in respiratory, neonatology, transplant medicine, and rare diseases. We operate from two UK sites, with our head office at 333 Styal Road, Manchester M22 5LG.

We are part of the Chiesi Group, headquartered in Parma, Italy, which operates in 31 countries across Europe, Asia, North America and South America and employs over 7,900 people globally. In 2025, the Group reported an annual turnover of approximately €3.6 billion.

As a certified B Corp since 2019, the Chiesi Group is proud to be part of a community of companies working together for change, and taking part in collective action to advocate for a shared goal of a global economy that benefits people and the planet.

3. Our Supply Chain

We source goods and services from suppliers across the UK and internationally, with Chiesi Farmaceutici S.p.A. as our primary supplier. Our supply chain includes logistics, events management, facilities maintenance, and other services essential to our UK operations.

At Chiesi, we are committed to upholding human rights and preventing modern slavery across our operations and supply chain. We require all suppliers to have a modern slavery policy in place and we use supplier evaluation tools to assess potential risks in key areas, including Ethics, Anti-Bribery, Human Rights, and Corruption. These due diligence checks are conducted prior to the approval of any supplier to ensure they meet our ethical and compliance standards before providing goods or services to Chiesi UK.

¹ Learn more at bcorp.com

We work collaboratively with partners who share our values, and our procurement policies align with the UN Sustainable Development Goals, the International Labour Organization (ILO) standards, and B Corp principles.

Our Code of Interdependence (CoI), first developed in collaboration with strategic partners in 2019 and updated in 2025, sets a clear standard of conduct for suppliers, partners, and distributors. This framework is rooted in 11 selected United Nations Sustainable Development Goals (SDGs) and incorporates both mandatory requirements and improvement actions to encourage deeper commitments to ethical business practices.

Aligned with the Pharmaceutical Supply Chain Initiative (PSCI), the International Labour Organization (ILO) standards, and B Corp principles, the CoI reinforces our dedication to human rights, fair labour practices, and environmental responsibility. Currently, more than 70% of Chiesi Group's annual strategic spend is directed toward suppliers who uphold the principles outlined in our CoI, demonstrating our unwavering commitment to sustainability and ethical sourcing.

Chiesi Group uses the EcoVadis platform to assess the sustainability and ethical practices of its strategic suppliers. In 2024, Chiesi earned a Platinum Medal, placing it among the top 1% of companies for strong performance in environment, ethics, labour & human rights (including modern slavery risk), and sustainable procurement.

4. Policies and Commitments

Chiesi's Values underpin the foundation for our company and are integrated throughout our internal and external codes. These are summarised below and show our commitment to ethics and high standards in relation to our employees and our third parties:

- We act with **integrity and trust**
- We unlock our potential to **improve and develop**
- We collaborate as an **inclusive team**
- We generate **innovation** and value putting the patient first
- We act as a **force for good**.

Our policies that address modern slavery and human rights include:

- Anti-Slavery and Human Trafficking Policy
- Group Code of Ethics
- Group Code of Conduct
- Social Responsibility Policy
- Ethics & Compliance Guidelines.

Our [Group Human Rights Policy](#), published in 2023, reaffirms our commitment to prohibiting child labour, forced labour, harassment, abuse, and discrimination. It also emphasises freedom of association, health and safety, psychological safety, and work-life balance.

We also operate a whistleblowing platform, "SpeakUp&BeHeard," that allows internal and external stakeholders to report concerns regarding breaches of the Chiesi Code of Conduct, violation of laws or regulations or any other misconduct, confidentially and without fear of retaliation.

5. Due Diligence and Risk Management

Chiesi undertakes a risk-based approach to modern slavery due diligence, assessing risk by reference to factors such as geography, sector, the use of labour intermediaries, and the nature of the service. As a minimum, Chiesi undertakes the following practices:

- As a standard procedure, we require new suppliers to provide us with their Anti-Slavery Policies where our anticipated annual spend is £10,000 and above. We review these policies to ensure they are adequate and appropriate..
- Supplier contracts include, as a minimum, obligations to comply with the UK Modern Slavery Act 2015 and our internal policies, including our code of interdependence
- Non-compliance may result in the termination of contracts.

6. Training and Awareness

Everyone who works for Chiesi is obliged, on joining us, to familiarise themselves with our Group Code of Conduct and Anti-Slavery and Human Trafficking Policy and to complete an electronic declaration to say that they have read, understood and will comply with those and other relevant Group local policies. Employees' learning is also supported through a compulsory e-learning module which is accompanied by a validation and repeated annually. The training sets out the core standards and ethical behaviours which all our employees should apply to their daily work and embeds respect for human and labour rights across the business.

If a revision to the Group Code of Conduct or Anti-Slavery and Human Trafficking Policy is made, everyone who works for us is required to review the relevant revisions and complete an electronic declaration to say that they have read, understood and will comply with the revised documents.

This ensures our people are equipped to identify and address human rights risks in daily operations.

7. Monitoring, Reporting and Remediation

We monitor the effectiveness of our anti-slavery initiatives through:

- Annual policy reviews and audits
- Whistleblower platform feedback
- Internal reporting mechanisms.

We support and protect individuals who raise concerns in good faith and are committed to investigating and resolving any issues swiftly and fairly.

8. Looking Ahead: 2026 Objectives

In the year ahead, we will:

- Continue to roll out our updated Code of Interdependence across our supply chain
- Expand internal and external awareness of our Group Code of Conduct
- Deliver annual refresher training and validation on modern slavery topics to all employees
- Strengthen reporting and remediation processes

- Ensure all concerns raised, including via SpeakUp&BeHeard, are addressed with transparency and urgency.

9. Board Approval

This statement was approved by the Board of Directors and signed on its behalf by:

A handwritten signature in black ink, appearing to be 'Ralph Blom', written over a light blue grid background.

Ralph Blom
Managing Director
Chiesi Limited
Date: May 2026