



Today's CDMO. **Inspired by tomorrow.**

Modern Slavery Statement

For the fiscal year ending 30 June 2026

Introduction

PCI Pharma Services ("PCI" or "the Company") is committed to respecting human rights and preventing modern slavery and human trafficking in our operations and supply chain. This statement is made pursuant to section 54 of the UK Modern Slavery Act 2015 and describes the steps PCI has taken during the financial year to identify, prevent and address risks of modern slavery and human trafficking.

Human Rights is a fundamental value of PCI, and our organization is committed to upholding and promoting human rights across all operations, including our global supply chains. We recognize that supply chain activities, particularly in regions with weak labor protections or limited transparency, may present heightened risks of human rights abuses, including forced labor, unsafe working conditions, and discrimination. We expect suppliers and contractors to abide by our Modern Slavery Statement and respective policies.

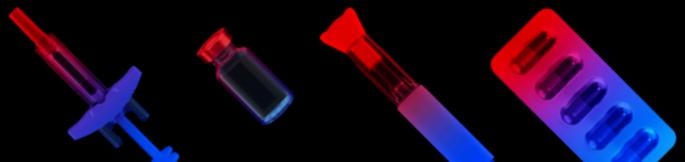
Our commitment includes all internationally recognized human rights, including those contained in the International Bill of Human Rights and the International Labor Organization's (ILO) core labor rights conventions and we align our work in accordance with the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

This Statement is made in accordance with:

- Australia's Modern Slavery Act 2018,
- California's Transparency in Supply Chains Act 2010,
- Canada's Fighting Against Forced Labor in Supply Chains Act 2023,
- Germany's Supply Chain Due Diligence Act 2023, and
- United Kingdom's Modern Slavery Act 2015.

This statement covers the PCI group of companies, including:

- Packaging Coordinators, Inc.
- Packaging Coordinators, LLC
- AndersonBrecon Inc.
- Sherpa Clinical Packaging, LLC
- PCI Pharma Services New England, LLC
- Lyophilization Services of New England, Inc.
- LSNE-Madison, LLC
- PCI San Diego, Inc.
- PCI Pharma Services Canada, Inc.
- AndersonBrecon (UK) Ltd.
- Biotec Services International Ltd.
- Penn Pharmaceutical Services Ltd.
- Millmount Healthcare Ltd.
- PCI Pharma Services Germany GmbH
- LSNE-Leon, SLU
- Pharmaceutical Packaging Professionals Pty Ltd.



Our Operations and Supply Chain

PCI Pharma Services is a global CDMO known for delivering seamless end-to-end solutions with a strong focus on quality, flexibility, and innovation. We provide clients with integrated end-to-end drug development, manufacturing, advanced drug delivery & drug-device combination services and packaging capabilities across the product lifecycle. We offer expert clinical to commercial capabilities including sterile fill finish, lyophilization, drug-device combination assembly, processing of highly potent drug products, clinical trial services and enhanced commercialization solutions.

It is this integrated offering that has the potential to increase a products' speed to market and commercial success for our clients. PCI brings the proven experience that comes with more than 90 successful product launches each year and over five decades in the delivery of CDMO services.

We currently have 38 sites across seven countries (Australia, Canada, U.S., Ireland, UK, Germany, and Spain) and over 8,000 employees that work to bring life changing therapies to patients. Leading technology and continued investment enable us to address global drug development needs throughout the entire product lifecycle – from manufacturing capabilities through clinical trial supply, commercialization and beyond.

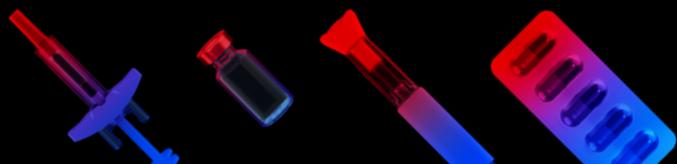
Our clients view us as an extension of their business and a collaborative partner with the shared aim, together, delivering life-changing therapies. We emphasize a commitment to innovation, pristine customer service, patient centricity, risk mitigation, integrity, and speed-to-market, supported by industry leading technologies, a skilled workforce, and a focus on environmental, social, and governance (ESG) principles aligned with client needs.

The pharmaceutical supply chain is highly regulated with multiple layers of suppliers, from the sourcing of raw materials to the commercial distribution of final product. In addition to being highly regulated, the pharmaceutical supply chain typically consists of a highly trained and skilled workforce where the risks of slavery or human trafficking are generally lower than other industries.

PCI Policies, Philosophies and Principles

PCI takes our responsibility to respect human rights seriously and aims to improve livelihoods across our operations. Our commitment to human rights is reflected and embedded in the [PCI Code of Ethics and Business Conduct](#), [Supplier Code of Conduct](#), [Sustainable Procurement Policy](#), [Responsible Supplier Standards](#), and [Labor and Human Rights Policy](#), along with other sustainability initiatives, procedures, and practices. Our respective policies reinforce PCI's prohibition on the use of all forms of forced labor, modern forms of slavery, and any form of human trafficking across our own operations and within our supply chain.

- **PCI's Corporate Code of Ethics and Business Conduct** provides a set of rules based on both national and international standards to ensure PCI's employees are upholding the highest level of ethical conduct in their day-to-day business. As discussed in PCI's Corporate Code of Ethics and Business Conduct, PCI prohibits practices such as human trafficking, forced labor, physical abuse of workers, restricting workers' freedom of movement, confiscation of passports and worker documentation, failure to pay minimum or overtime wages where required by law, illegal child labor, and all such human rights abuse.
- **Supplier Code of Conduct and ESG Supplier Charter** sets expectations for suppliers to protect human rights, uphold labor and social standards in accordance with international labor standards. The Supplier Code of Conduct and ESG Supplier Charter are shared with business partners at the start of their relationship with PCI.
- **Sustainable Procurement Policy** sets clear objectives and action plans that prioritize social and environmental responsibility. We assess the sustainability performance of our key suppliers and encourage their commitment to environmental goals and social governance. Ethical standards, such as prohibiting forced labor, ensuring fair wages, and providing a safe workplace, are paramount in our partnerships. Our Sustainable Procurement Policy is shared with all employees and referenced in our Supplier Code of Conduct.
- **Responsible Supplier Standards** sets expectations of our suppliers to commit to fair labor practices by respecting workers' rights to association and collective bargaining and treating all employees with dignity and fairness. It sets compliance with the Modern Slavery Act and strictly prohibits forced labor, human trafficking, and modern slavery in our suppliers' operations and supply chains. It encourages proactive measures like due diligence and employee training to uphold this standard.



Risk Mitigation and Due Diligence Activities

We have strict controls around onboarding and approving vendors. This process includes supplier questionnaires, public record review, supplier agreements including a Code of Conduct, and applicable audits.

PCI has full traceability of all materials utilized in the services provided for clients. This includes the country of origin and transparency to the supply chain through document control and audits of vendors. We are expanding our reach to include more stringent visibility and monitoring of our supplier's affiliates and partners.

Benchmark data is used to assess risk based on geographical regions where known human rights violations or weak enforcement of labor laws are known. Using third party tools we can monitor supplier risk profiles, labor related incidents, and vendor risk ratings.

Training

All employees are trained on PCI's Corporate Code of Ethics and Business Conduct and Labor and Human Rights Policy. Each of these are easily accessible by all staff.

PCI strives to ensure that it does not contribute towards adverse human rights impacts through our supply chains. There is an ongoing commitment to engage only those suppliers that uphold the same principles as PCI.

PCI uses EcoVadis assessments, which include topics on human and labor rights. The platform offers a variety of information and guidance on identifying key potential risk areas. We do not always have visibility to human rights and environmental impact in our extended supply chain. As such, PCI works closely with our primary suppliers to clearly communicate our expectations. This encourages relationships based on trust and transparency to prevent modern slavery.

Review of Internal Policies

Corporate policies are also reviewed at regular intervals to ensure their compliance with laws and PCI's ethical principles. All of our ESG policies can be found on our website.

PCI's Continued Commitment

PCI recognizes the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout its supply chains. In recognition of the salience of these issues, we are committed to continuing to enhance its capacity to identify, prevent and mitigate any actual or potential impacts in this field.



Angi Calkins
Chief People and Sustainability Officer
27 January 2026

