

MODERN SLAVERY TRANSPARENCY STATEMENT

of Synexus Clinical Research Limited,
pursuant to Section 54(1) of the UK Modern Slavery Act 2015,
as approved by the Board of Directors on 28 June 2022

The UK Modern Slavery Act 2015 (the “Act”) requires companies doing business in the UK to prepare and publish a statement of the steps, if any, they have taken to ensure that slavery and human trafficking is not taking place in the business or in the companies’ supply chains (Section 54 of the Act). Synexus Clinical Research Limited and its vendors are subject to this Act and are publishing this statement in compliance with the Act.

We, Synexus Clinical Research Limited and all affiliated Synexus companies (hereinafter “Synexus” and/or Accelerated Enrollment Solutions, “AES”), are committed to improving our practices to combat slavery and human trafficking. Although we operate in a services industry, in which the risk of such unacceptable practices is arguably reduced, we do of course buy goods as well as services from third parties. We also operate in a global environment, and as such it is important that our global best practices are maintained regardless of the cultures and customs of the countries from which we buy goods.

AES has adopted a code of conduct for employees and directors. As reflected in our employee code of conduct, AES is committed to legal and ethical behaviour, and to acting professionally and fairly in all business dealings and relationships. We seek to maintain high ethical standards and to comply with all applicable laws and regulations. We expect integrity in all that we do, including with respect to our relationships with vendors.

On 8th December 2021 AES was acquired by Thermo Fisher Scientific Inc., a global company leader in serving science. Following the acquisition, AES, now part of Thermo Fisher Scientific (“Thermo Fisher”), is in the process of being integrated with the Thermo Fisher policies in the areas of supply chain management, risk management and employee training to support responsible practices and further mitigate modern slavery risks.

As part of this integration, in December 2021 the AES code of conduct was replaced with the Thermo Fisher Code of Business Conduct and Ethics (the “Thermo Fisher Code of Conduct”). The Thermo Fisher Code of Conduct confirms and strengthens AES’s commitment to conduct business with the highest ethical standards and to comply with all applicable laws and regulations.

ORGANISATION'S STRUCTURE

AES, part of Thermo Fisher Scientific, helps biopharmaceutical companies overcome patient recruitment and research site challenges to deliver greater speed, certainty and control to clinical trial delivery. Through the combination of a powerful patient recruiting solution and more than 160 owned and partnered clinical research sites throughout the world, AES provides

a single global source for clinical trial sites and patients that delivers centralised control, consistent operations and quality worldwide, and more patients from fewer sites in less time.

AES Patients provides a global clinical trial patient recruiting solution that delivers more patients in less time than the traditional method of relying on disparate clinical trial sites to find and recruit patients. Through a pay-for-performance model that demonstrates our commitment to delivering patients for our customers, AES Patients combines unrivalled data and modelling, targeted direct-to-patient recruiting, standardised patient pre-screening, and rapid patient referral and follow up to continuously optimise the patient journey and quickly provide qualified patients to clinical trial sites worldwide.

AES Sites & Patients combines the powerful patient recruiting of AES Patients with more than 160 AES-owned and partnered clinical trial research sites throughout the world to provide a single global source for clinical trial sites and patients. Using the AES pay-for-performance patient recruiting solution, patients are recruited directly to standardised AES sites purpose-built to support large volumes of patients, which are staffed by experienced teams dedicated exclusively to clinical research. As a result, AES Sites & Patients provides a single, central-managed solution that continually optimizes the patient journey to deliver patients for our customers and consistent site operations and quality worldwide.

OUR POLICIES

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 selection of vendors is governed by our code of conduct mentioned above (since December 2021, the Thermo Fisher Code of Conduct).

Our commitment to operating ethically and with integrity and Thermo Fisher Code of Conduct:

<https://www.ppd.com/who-we-are/company-resources/ethics/>

<https://globalaes.com/vendor-resources/vendor-code-conduct/>

SUPPLY CHAIN DUE DILIGENCE, RISK ASSESSMENT AND MANAGEMENT

As part of our initiative to identify and mitigate risk we conduct due diligence prior to engaging with a vendor. The level and content of the due diligence depends on the vendor's risk profile and proposed activities.

Our Legal and Compliance teams will assess any actual or suspected offence in connection with modern slavery and determine specific remedial actions.

We have in place systems to enable and protect whistleblowers, which complement and strengthen our anti-slavery due diligence and monitoring processes.

TRAINING

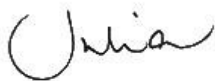
Compliance training is regularly undertaken by all employees. All directors, officers and employees of AES are also responsible for reviewing our code of conduct and confirming annually that they will comply. In addition, all employees are given annual training on specific elements of our code of conduct to ensure they have a complete understanding of what is expected of them.

OUR EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

As a company operating with strong commitment to high legal and ethical standards, we will continue to assess our business at all times. Any issues identified will be addressed promptly, and we are committed to combatting the use of any form of modern slavery at all levels of our supply chains.

This statement applies to the financial year ending 31 December 2021.

Thermo Fisher Scientific Modern Slavery and Human Trafficking Statement is available [[here](#)].



Julia James
Director of Synexus Clinical Research Limited
28 June 2022