

**MODERN SLAVERY TRANSPARENCY STATEMENT**

of PPD Global Ltd, 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 are not taking place in the business or in the companies’ supply chains (Section 54 of the Act). PPD Global Ltd. and its vendors are subject to this Act and are publishing this statement in compliance with the Act.

We, PPD Global Ltd. and all affiliated PPD companies (“PPD”), 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.

PPD has adopted a code of conduct for its employees and directors (the “PPD Code of Conduct”), as well as a separate code of conduct for its vendors (the “Vendor Code of Conduct”). As reflected in the codes of conduct, PPD 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 PPD was acquired by Thermo Fisher Scientific Inc., a global company leader in serving science. Following the acquisition, PPD Global Ltd and all affiliated PPD companies, now part of Thermo Fisher Scientific (“Thermo Fisher”), are in the process of being integrated with the Thermo Fisher policies in the area 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 PPD Code of Conduct and Vendor Code of Conduct were replaced with the Thermo Fisher Code of Business Conduct and Ethics (the “Thermo Fisher Code of Conduct”) and the Thermo Fisher Supplier Code of Conduct (the “Supplier Code of Conduct”). The Thermo Fisher Code of Conduct confirms and strengthens PPD’s commitment to conduct business with the highest ethical standards and to comply with all applicable laws and regulations. In turn, the Supplier Code of Conduct outlines expectations that we have for all our suppliers and vendors. These are in line with our corporate values.

**ORGANISATION'S STRUCTURE**

PPD Global Ltd. is a part of the global PPD group of companies. PPD is a leading global contract research organisation within Thermo Fisher Scientific, focused on delivering life-changing therapies. Our broad range of clinical development and analytical services enables Thermo Fisher Scientific customers to drive innovation and increase drug development productivity.

Recognised for accelerating promising medicines from early development through regulatory approval and market access, our custom-tailored solutions service pharma, biotech, medical device and government organisations.

The supply chain for PPD is mostly indirect products and services with a few direct to support lab operations and clinical trials from a decreasing number of vendors. Products and services are purchased and delivered globally from a due-diligence controlled, preferred vendor basis for high risk products and services.

Whilst our business is organised into a number of different functional units, all such units are required to comply with PPD's global Purchasing Policy. This Policy sets out the criteria on which PPD purchases goods and/or services, and the procedures which must be followed when making any such purchase. The Policy includes the importance of ethics in the selection of vendors to PPD and references the Supplier Code of Conduct.

### **OUR POLICIES**

We are committed to ensuring that there are 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 (since December 2021, the Thermo Fisher Code of Conduct) and Purchasing Policy, mentioned above. In turn, our material vendors are required to comply with the vendor code of conduct (since December 2021, the Supplier Code of Conduct). This requires them to treat their workers with dignity and respect, and to uphold their human rights. Vendors are required not to use any form of slave or forced labour, including involuntary prison labour, or child labour in their businesses. They are also required to implement due diligence procedures for their own suppliers and subcontractors to ensure that there are no human rights violations, including but not limited to slavery, child labour or human trafficking, in their entire supply chains.

The Supplier Code of Conduct specifically includes:

- prohibitions on use of child labour, as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organisation;
- prohibitions on forced labour/prison labour, as described in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organisation;
- compliance with all applicable labour laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labour or human trafficking;
- requirements for our suppliers to provide to us all information or material required to enable PPD to ensure compliance with such laws, rules, and regulations; and
- commitments to responsible sourcing practices (including taking appropriate health and safety measures, acting in an environmentally responsible manner and commitments to diversity and inclusion).

PPD's commitment to operating ethically and with integrity and Thermo Fisher Code of Conduct: <https://www.ppd.com/who-we-are/company-resources/ethics/>

Supplier Code of Conduct: <https://www.ppd.com/who-we-are/company-resources/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 internal due diligence process includes completion and assessment of a compliance and litigation questionnaire. "High-risk" vendors are screened by an external party, reporting on litigation, adverse media and similar.

We perform periodic risk-oriented due diligence updates on vendors based on perceived risk and on the type or category of the products and services that we obtain.

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.

To ensure all those in our supply chain comply with our values we have included specific human rights and anti-modern slavery-related provisions in all our relevant vendor contracts.

***TRAINING***

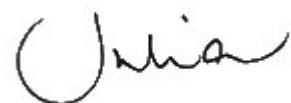
Compliance training is regularly undertaken by all employees. All directors, officers and employees of PPD are also responsible for reviewing our code of conduct and confirming annually that they will comply. In addition, all employees are given annual training on specific elements of our code of conduct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

***OUR EFFECTIVENESS IN COMBATING 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 PPD GLOBAL LTD  
28 June 2022