

Nova Biopharma Holdings Limited
Slavery and Human Trafficking Statement

The Company (and all wholly owned subsidiary companies)

The Nova Group (Nova) is fully committed to being a responsible and ethical business that treats its people with dignity and respect. Nova has taken the following steps as outlined below to minimise the potential risk of modern slavery and trafficking in our business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

Nova directly employs, within the UK, a cross-section of expertise employed in research, development, manufacture and distribution of sterile and non-sterile medicinal products to a worldwide base of pharmaceutical, biotechnology and healthcare markets.

Our recruitment processes ensure that all prospective employees are legally entitled to work in the UK. All the necessary Right to Work checks are carried out prior to an employee starting with Nova, and the Company ensures that all its working practices are in accordance with the Equality Act 2010 and employment legislation. The Company's HR policies and procedures are reviewed regularly by Nova's Human Resources department, together with external Human Resource advisors.

Nova's Supply Chain

Nova is highly regulated and requires approval and licensing which facilitates transparency in the supply chains.

The Company does not engage in forced or involuntary labour and has a zero tolerance approach to this, meaning it does not tolerate any of its suppliers engaging in such conduct.

Nova undertakes extensive supply chain mapping and ethical risk assessment processes.

Nova's Policies

All employees are provided with an Employee Handbook outlining all Nova's policies, some of which are listed below. These are updated regularly in line with Employment Law.

- Age Discrimination
- Bullying & Harassment
- Disability Discrimination
- Equality & Diversity
- Recruitment & Selection

Approval

This statement has been approved by Dr James White, Deputy Managing Director, for the financial year ending 31 March 2024.



Dr James White
Deputy Managing Director
April 2024

This statement will be reviewed and updated every year.