



## **Modern Slavery Statement**

This Modern Slavery statement outlines Dr Reddy's standards to ensure that all employees are treated with respect and dignity, are working under their own free will, and are being properly compensated for their effort. Dr Reddy's is committed to the social and environmental responsibility and has zero tolerance for slavery and human trafficking. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. We are committed to improving our practices to combat slavery and human trafficking and ensuring that we are not complicit in any human rights violations. Dr Reddy's supports and respects the principles proclaimed in the Universal Declaration of Human Rights and believes businesses should ensure that they are not complicit in human rights abuses.

### **Organisation's Structure**

We are an integrated global pharmaceutical company. Dr Reddy's Laboratories (UK) Ltd and Dr Reddy's Laboratories (EU) Ltd is part of the Dr Reddy's group which has its Head Office in Hyderabad, Telangana, India. Dr Reddy's UK operations have an annual turnover in excess of the statutory threshold.

### **Our UK Business**

Our UK business is organised into the following business units:

1. Dr Reddy's Laboratories UK Ltd: this business is a commercial operation supplying generic pharmaceuticals to the UK hospital and retail markets, based from offices in Cambridge and Beverley, East Yorkshire.
2. Dr Reddy's Laboratories EU Ltd this business is an integrated product development centre, research and development centre in Cambridge and a scale up API manufacturing site in Mirfield, West Yorkshire.

### **Our Supply chains**

Our Supply chains includes agencies, contractors, external consultants, third-party representatives and business partners. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

We internally review our supply chain to evaluate risks and review aspects of the supply chain including but not limited to safety, human trafficking, child labour and other legal requirements in order to ensure compliance with our Supply Code of Conduct.

## **Our Policies on Slavery and Human Trafficking**

At Dr.Reddy's, we are driven by our purpose of accelerating access to innovative and affordable medicines for people across the globe whenever and wherever they need them. The need for affordability, better disease management and higher efficacy are key priorities for us and they guide our efforts across operations, supply chain and R&D. Dr.Reddy's is committed to the highest legal, moral and ethical standard in conducting its business. Our policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

There is no harsh or inhumane treatment, including any sexual harassment, sexual abuse, corporal punishment, slavery, mental or physical coercion or verbal abuse of workers, nor is there to be a threat of any such treatment as outlined in our Recruitment Policies and Code of Business Conduct and Ethics.

We are committed to a workforce that is free of harassment and unlawful discrimination, including race, colour religion, national origin, gender (including pregnancy), age, disability, sexual orientation, gender identity, HIV status, marital status, part or recent military status or any other status protected by the laws or regulations in the locations where we operate.

## **Due Diligence processes for Slavery and Human Trafficking**

As part of our initiative to identify and mitigate risk we comply with our due diligence processes as outlined in the Code of Business Conduct and Ethics and Code of Practice for Promotion and Interaction-Europe, Whistleblowing Policy, and the Human Resources policy documentation:

We have systems in place designed to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate the risk of slavery and human trafficking occurring in our supply chains in conducting background checks through our due diligence platform;
- Monitor potential risk areas in our supply chains;
- Protect whistle-blowers and report unethical conduct; and
- Where possible we build long standing relationships with our supply chains nationally and internationally and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

## **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking and ensure all those in our supply chain and contractors comply with our ethics.

We have dedicated representatives that are aware of the requirements of Modern Slavery Act and the principles of human rights from the following departments:

- Legal & Compliance;
- Audit & Risk; and
- Human Resources

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, regular training on this policy has become a part of the induction process for all individuals who work for Dr Reddy's.

## **Our effectiveness in combating Slavery and Human Trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Effective use of the Employee Handbook (UK) and Recruitment Policy
- Use of labour monitoring and payroll system;
- Completion of audits conducted by internal and external auditors; and
- Level of communication and personal contact with next link in the supply chain and their understanding of and compliance with our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending March 2022.



Mohammed Yassar  
Director