

Fox Pharma Limited

Slavery and human trafficking statement for the year ended 31st July 2025

Introduction

We at Fox Pharma Limited are committed to combatting modern slavery and human trafficking. This statement highlights the key activities which we undertake or are committed to undertake in order to combat the risk of modern slavery and human trafficking, both in our organisation and our supply chains.

This statement has been produced in compliance with the requirements of section 54 of the Modern Slavery Act 2015. It has been approved by Fox Pharma Limited's Board of Directors and has been adopted by its relevant group companies as follows:

- Fox Global Limited (parent Company); and
- Fox Group International Limited (another subsidiary of Fox Global Limited).

Together referred to as the "**Group Companies**".

Our business and organisation structure

We are a GPhC-registered pharmacy, serving as the main trading entity and generating the majority of revenue in our Group Companies. We are a subsidiary Company of Fox Global Limited. Fox Global Limited also has another subsidiary called Fox Group International Limited, which is a market leading provider of aesthetic and cosmetic products.. All current Group Companies operate in the UK, are UK tax resident, and apply UK law and UK accounting standards. The Group employs over 80 staff, all based in the UK and working from UK offices.

Whilst all employees are UK-based, we do import products from suppliers outside the UK. We recognise that this activity presents additional risks within our supply chain, particularly relating to labour standards and ethical practices. To address these risks, we undertake due diligence of our international suppliers and enforce anti-slavery and human trafficking provisions in our contracts, as set out further in this statement.

Risk Evaluation and preventative measures

Fox Pharma Limited and its Group Companies recognise that the challenge of preventing slavery and human trafficking is most prominent within our supply chain, where managerial responsibility lies with third parties with whom we contract. This challenge is particularly relevant when we import products from suppliers based outside the UK and EU, as we have less direct oversight of labour standards and working practices in these

jurisdictions. Additionally, our suppliers may sub-contract with others for the provision of products, which can further reduce transparency.

To help identify and mitigate the risk of slavery and human trafficking in our organisation and supply chains, Fox Pharma Limited and each of the Companies in its Group shall endeavour to:

- Include anti-slavery and human trafficking provisions in all our contracts with suppliers. These provisions require our suppliers to commit to ethical labour practices, and obtain the same commitment from their suppliers;
- Carry out a due diligence process with our suppliers, which is specifically aimed at assessing and mitigating the risk of modern slavery and human trafficking;
- Provide effective training to all relevant staff (see below); and
- Operate relevant policy documents (see below).

Our policies

Fox Pharma Limited and the other companies in the Group operate a number of internal policies and procedures which reflect our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains. These include the following:

- **Anti-slavery and Human Trafficking Policy.** This policy sets out the organisations stance on modern slavery and human trafficking.
- **Anti-corruption and bribery policy.** This policy sets out our zero-tolerance approach to bribery and corruption.
- **Whistleblowing policy.** This policy informs all our staff how to raise concerns about how colleagues are being treated, or practices within our business or supply chains. It also provides protection to whistleblowers in order to encourage them to raise such concerns without fear of reprisals.
- **Equality and Diversity policy.** This policy details the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Fox Pharma Limited and the other companies in its Group are committed to provide relevant training to our staff, in order that they are able to recognise any signs of human trafficking and slavery and report it where appropriate. We also train all relevant staff on our policies concerning anti-bribery, whistleblowing, equality and diversity.

Our effectiveness in combating slavery and human trafficking

Fox Pharma Limited and all the companies in its Group shall endeavour to use the following key performance indicators to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- The percentage of staff who have been checked for their right to work in the UK.
- The percentage of our suppliers who have completed a due diligence questionnaire pertaining to ethical labour practices.
- The number of reported instances of modern slavery or human trafficking practices reported to us.
- The percentage of staff who have received training on identifying and addressing the risk of slavery and human trafficking in our business and supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31st July 2025. It was approved by the board of Directors of Fox Pharma Limited on 26th February 2026.

Signed:



John Thompson

Managing Director

For and on behalf of Fox Pharma Limited

Date: 26th February 2026.