

## Human Rights and Modern Slavery Commitments

MMS Holdings Inc. and its subsidiaries are committed to treating people with dignity and respect in the workplace and in the communities where we do business, as well as committed to the respect and protection of human rights. MMS has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships by implementing and enforcing effective systems and controls to ensure that slavery, forced labor, child labor, workplace abuse and human trafficking are not taking place anywhere across MMS business operations.

MMS is a service organization that is not involved in the manufacturing or distribution of pharmaceutical supplies or products. We have a global footprint, with colleagues primarily based in the USA, Europe, India and South Africa.

MMS is committed to ensuring there is transparency in our own business and in our approach to identifying modern slavery is consistent with our disclosure obligations under various forced labor regulations in the jurisdictions where we operate.

## Supply Chain

MMS' supply chain consists of suppliers of goods and services required to conduct our business activities. As a service organization, the majority of our supply chain is based around supporting the administrative clerical operations of the organization.

Our Supplier Code of Conduct includes the following Anti-Slavery statements:

- **Child Labor:** Complying with applicable local child labor laws and only employing individuals who meet the minimum legal age. Employees under the age of 18 should not perform work in a hazardous work environment or at night.
- **Forced Labor:** Suppliers are not engaged in nor support worker exploitation amounting to forced labor. Suppliers give employees the right to enter into employment voluntarily and freely, without the threat of penalty and the right to freely terminate employment voluntarily by means of notice of reasonable length at any time and without penalty. Suppliers ensure that all employment contracts are written and transparent and include comprehensive provisions for employees.
- **Wages, Benefits and Working hours:** Suppliers shall comply with all applicable wage and hour laws and regulations. Suppliers need to guarantee that wages are paid regularly and allow employees and their families to meet their basic needs.

## Policies and Training on Slavery and Human Trafficking

Taking into consideration the clerical administrative nature of MMS' business operations, the countries in which such services are performed, and the type of labor used, we believe the risk of modern slavery and human trafficking in our operations is relatively low.

Our employees and contractors are predominantly professionals who have significant scientific and professional training. The clinical research industry is highly regulated, and our employees and contractors work in controlled environments where there are established policies and processes.

However, MMS recognizes the importance of remaining vigilant to the risks of modern slavery and human trafficking in our global business and supply chain.

## Our employee Code of Conduct includes the following Anti-Slavery statement:

### Anti-Slavery

MMS is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensuring our colleagues and all people have the dignity and intrinsic value independent of the work they do. We treat our suppliers and each other with respect. As part of our commitment to combatting modern slavery, we work to ensure transparency with our suppliers of goods and services and are mindful as to what steps can be taken to combat slavery and human trafficking.

We all have a responsibility to treat each other with respect and to call out slavery and human trafficking when we see it.

All our colleagues receive training on the principles of ethical business contained within our Code of Conduct. Colleagues are expected to report concerns or violations, and management is obligated to investigate such reports. Colleagues who fail to comply with MMS' policies and/or applicable laws and regulations may be subject to disciplinary action, up to and including termination. MMS colleagues can raise their concerns directly to the regional Human Resources department or by completing a confidential/anonymous survey through the "HR Connect" section of the Human Resources site on company's SharePoint.

## Our Recruitment Practices

MMS has a dedicated talent acquisition group who, with the assistance of third-party providers, conduct background checks on all prospective employees, to include education, employment, and national ID verifications, and criminal background and debarment checks where legally possible and in accordance with regional guidelines.

MMS does not employ any one below the age of 18 in any of our global locations.

## Responsibility and Accountability

MMS has systems in place in order to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our global supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

We are confident that within our own business and within the companies with which we do business, there are no issues with slavery and human trafficking.

This commitment is made pursuant to the United Kingdom Modern Slavery Act, the Australia Modern Slavery Act, the California Transparency in Supply Chains Act and the Canada Forced and Child Labour in Supply Chains Act.