

# Modern Slavery Act Statement

Oxford Biomedica is opposed to slavery and human trafficking and believes that the Modern Slavery Act is a significant step in encouraging companies to identify and tackle the risks of modern slavery and human trafficking across the business operations and in supply chains.

This statement has been prepared in response to Section 54 of the Modern Slavery Act 2015 and outlines Oxford Biomedica's policies and efforts to mitigate the risks of modern slavery throughout our business and supply chain. This statement covers Oxford Biomedica's financial year from 01 January 2023 to 31 December 2023.

## About our business and supply chain

Oxford Biomedica (LSE: OXB) is a quality and innovation-led CDMO committed to helping its clients deliver cell and gene therapies that transform patients' lives. Oxford Biomedica plc and its subsidiaries (the "Group") work across key viral vector delivery systems including those based on lentivirus, adeno-associated virus (AAV) and adenovirus, providing innovative solutions to cell and gene therapy biotechnology and biopharma companies for their process development, analytical development and manufacturing needs. Oxford Biomedica has built a sector leading lentiviral vector delivery platform (LentiVector®) and is working on programmes from pre-clinical to commercial stage across a range of therapeutic areas with global partners.

Oxford Biomedica, a FTSE4Good constituent, is headquartered in Oxford, UK. It has locations across Oxfordshire, UK, and near Boston, MA, US. On 29 January 2024, the Group acquired ABL Europe SAS and has now presence in Lyon and Strasbourg, France. During the period, the Group employed more than 700 people. As at the date of the statement, the Group employs more than 800 people. Further information is available at [www.oxb.com](http://www.oxb.com)

Oxford Biomedica operates with responsibility at the forefront of our business. We are committed to sound corporate governance principles, practices and policies. These policies are described in our Environmental, Society and Governance report in our 2022 Annual Report and for further information about our business and governance policies, please visit: [www.oxb.com](http://www.oxb.com)

Our supply chain includes providers of client services as well as goods and services to our Group.

## Managing modern slavery risks

Oxford Biomedica recognises our responsibility to identify, mitigate and address potential and actual human rights impacts that are directly linked to our business activities. While the risk of modern slavery and human trafficking is relatively lower in the highly regulated biopharmaceutical industry, we recognise that this responsibility also extends to our business relationships.

Oxford Biomedica has taken steps to mitigate the risks associated with modern slavery in our business and supply chain. These include the activities conducted in 2023:

- **Recruitment:** we conduct checks on any new employees that join our business to ensure that they have eligibility to work in the UK, so as to mitigate the risk of human trafficking or that such individuals are being forced to work against their will. We will also only work with reputable external recruitment partners when looking for new employees, if the recruitment is not carried by our in-house group.
- **Employee training:** Oxford Biomedica's Code of Ethics outlines expectations for employees to conduct business with integrity. New employees are required to review the Code and complete the Code of Ethics training. The training includes a section on supplier conduct with a reference to our Responsible Supply Chain Management Policy, which includes human rights.

- **Verification and risk assessment:** as part of the procurement solicitation process and our due diligence of suppliers, all suppliers in the UK are required to agree to the OXB supplier Code of Conduct or provide their own equivalent code to demonstrate compliance with Modern Slavery Act. These standards include expectations that suppliers shall not use child labour or forced labour, and that they shall comply with legal minimum wage requirements, prevent discrimination or harassment in the workplace, and provide fair working conditions.
- **Vendor on-boarding:** once selected, all suppliers are asked to certify that products and their component parts that are provided to Oxford Biomedica comply with the laws regarding slavery and human trafficking of the country or countries in which they do business. The only exceptions are patient organisations, healthcare organisations and healthcare professionals which are not required to certify this given the nature of payments (typically honourarium, grants and sponsorships). In addition, a supplier Code of Conduct now exists for all suppliers, which details the Group's overall approach to supplier engagement and the standards it expects its suppliers to adopt.

## Improving in the year ahead

The progress Oxford Biomedica plans to make in 2024 includes:

- Roll out of the Group Supplier Code of Conduct for all major suppliers in US and France over the course of 2024.
- Continue to develop tools and processes to educate our people on how to engage with new and existing suppliers on this topic.

We will report on progress in our next statement.

This statement has been reviewed and endorsed by Oxford Biomedica's Board of directors on 21 March 2024.

**Roch Doliveux**  
Chair