Modern Slavery Statement, UK,

Ferring Pharmaceuticals Limited

Section 54: Transparency in Supply Chains, Modern Slavery Act 2015

1. Introduction / Background

As required by section 54: Transparency in Supply Chains of the Modern Slavery Act 2015, this Modern Slavery Statement is on behalf of Ferring Pharmaceuticals Ltd ("Ferring Pharmaceuticals") for the period 1 January to 31 December 2025.

As our financial year ends on 31 December, the 2025 Statement will be available on the Ferring Pharmaceuticals website and on the UK Government Modern Statement Registry no later than 30 June 2026.

At Ferring, we believe in the values of respect and dignity and human rights are of the utmost important to us.

2. Organisation Structure and Supply Chain

Ferring is part of the Ferring Group which is a biopharmaceutical company dedicated to the development of innovative treatments that make a real difference in people's lives all over the world. The Group's research and development programmes involve the internal development of first in-class therapeutic peptides and proteins, whilst collaborating with external partners. This provides the basis for introducing new products and drug delivery systems.

In the UK, the company focuses on sales & marketing activities with products in the gastroenterology, urology, reproductive health, men's health and endocrinology therapy areas. The success of both current and planned products within these therapy areas lies at the core of the company's strategic direction, within a framework of values called the Ferring Philosophy which places people at the heart of what we do.

Ferring's supply chain is comprised of: (i) suppliers of direct materials (manufactured and packaged active pharmaceutical ingredients, drug products and related materials), (ii) suppliers of indirect goods and services (information technology, professional services, sales and marketing agencies and facilities), and (iii) suppliers of research and clinical goods and services (pre-clinical and / or clinical research organisations and laboratories).

You can read more about Ferring on our global website at Home - Ferring Global.

3. Policies in relation to slavery and human trafficking

As a Ferring Group company, we have various policies and processes in place which together constitute an evolving due diligence process, the purpose of which is to identify potential or actual risks at Ferring, across our operations or with our business partners or suppliers. Risks include child labour, modern slavery, human trafficking, human rights breaches, ethical issues, bribery or corruption, although this list is not exhaustive. Risks may also include behaviour that does not adhere to Ferring's values. We are assessing needs and vendor capabilities on an ongoing basis to identify and implement improvements to our processes.

- The Ferring Philosophy sets the expectation and the tone of principled behaviour and that "People come first at Ferring";
- The Code of Conduct sets the expectation of compliant and ethical behaviour and provides instruction to employees and other third parties acting on Ferring's behalf;
- The Human Rights Commitment describes Ferring's commitment to uphold internationally recognised principles throughout our value chain;
- The Sustainability Statement captures our sustainability vision and that people are at the heart of our business; and
- The Supplier Conduct Principles detail those fundamental principles that we expect our suppliers to adhere to, including no forced or child labour and to be opposed to all forms of exploitation of workers and children. We require that our suppliers expect the same of their own suppliers. This is part of our supplier contracting process and attached to purchase orders.
- Ferring's speak up culture demonstrates the importance we attach to fostering an open culture where employees feel comfortable and safe to speak up and discuss any concerns they might have.

Ferring is also a committed participant of the UN Global Compact, and you can read about our progress in our 2025 Sustainability Statement is also available on our global website.

4. Due Diligence Processes, Risk Assessment and Management

	Name	**Objective**	**Scope**	**Frequency of application**	**Process in place should due diligence highlight risk**
1.	**SAP GTS Screening**	SAP GTS is designed to help organisations comply with international trade	Applied to Ferring's partners such as	In either real time, or daily	The system generates alerts or takes action to block or warn against

	Name	Objective	Scope	Frequency of application	Process in place should due diligence highlight risk
		regulations by screening business partners against sanctioned party lists and compliance with international sanctions, embargoes and dual use regulations.	customers, suppliers, and banks.	or weekly depending on site[1]	transactions involving sanctioned parties. It maintains an audit trail of all screening activities, including the results and actions taken. Sanctioned party lists are regularly updated, and regulations monitored for updates to ensure that the screening process remains up-to-date and effective.
2.	**Supplier Selection Matrix (SSM)**	The SSM is a Procurement tool designed to support vendor selection during a Request for Proposal (RFP) exercise. It enables the vendor selection team to assess the vendor responses based on pre-defined criteria, including corporate social responsibility criteria. The eSourcing Coupa module includes a supplier assessment which is used for calls to tender.	Applied for RFP over €1m *(excludes contract renewal or price renegotiations)*.	Each time the scope is applicable.	The SSM is designed to enable informed decision making when selecting suppliers and to reduce risks.
3.	**Coupa Risk Assess Module Due Diligence Process**	The Coupa Risk Assess Module's objective is to support Ferring with ensuring that our **3rd Party Business Partners** are selected and assessed with sufficient diligence to avoid potential misconduct that would have adverse legal, reputational and/or financial effects for Ferring	Applied to all new 3rd Parties that act on behalf of Ferring and that are being set up in Coupa for payment. *This process will be implemented in all markets that use*	The Module is always "on" and is initiated whenever a new 3rd Party is added to Coupa	The case follows an escalation process that includes deeper analysis of the 3rd Party leveraging public and non-public data bases (e.g., Dun & Bradstreet), discussion with senior leaders within Legal, Tech Ops and Compliance, obtaining advice from outside counsel (if required) and a discussion with the business assess

[1] Phased approach to real time roll-out: (1) current real-time application: Ferring Controlled Therapeutics Ltd & Ferring Pharmaceuticals Ltd (UK), Ferring SAU (Spain), Ferring Portuguesa Produtos Farmacêuticos Sociedade & Ferring Service Center LDA (Portugal) Ferring (Ireland) Ltd (Ireland), Ferring International Center SA (Switzerland) and Ferring Pharmaceuticals BV (Netherlands); and (3) real-time application in alignment with SAP go live for all other sites (roll-out until 2027).

	Name	Objective	Scope	Frequency of application	Process in place should due diligence highlight risk
			Coupa to process payments to 3rd Parties.		how to mitigate or eliminate the risk (e.g., terminate engagement with 3rd Party).
4.	**Supplier Management Platform**	To collect Environmental, Social and Governance information from selected vendors so that we have visibility over the selected suppliers, enabling us to identify risks and prioritise follow-up actions to remedy such risks	*Phase 1: was applied to top 30 key and high-spend suppliers in 2024.* *Due to the heavy reporting burden placed on suppliers and with the approved delay in reporting under the Corporate Sustainability Due Diligence Directive this was put on hold during 2025. The next phases for expansion are yet to be defined.*	*No longer applicable.*	*No longer applicable.*
5.	**Ferring AlertLine (available on our global website)**	To enable Ferring employees and third parties to raise concerns, including concerns relating to human rights or child labour, in our operations and value chain. Such concerns are raised confidentially and Ferring has a strict non-retaliation policy for all potential violations reported in good faith.	Open to Ferring employees and third parties to raise concerns of potential violations in Ferring's operations or in our value chain.	The AlertLine is always open.	All concerns raised are reviewed and allocated to the relevant department for investigation (Ethics, Legal, Compliance, Human Resources) and resolution.

	Name	Objective	Scope	Frequency of application	Process in place should due diligence highlight risk
6.	**Business Development Due Diligence Questionnaire**	Used by the Due Diligence Support & Strategic Project Lead to collect Environmental, Social and Governance information as part of an analysis related to a potential acquisition. Forced and child labour are specifically addressed.	Actual and potential acquisitions.	Used during actual and potential entity acquisitions	The case follows an escalation process that includes deeper analysis of the 3rd Party, discussion with senior leaders within Legal & Compliance, Ethics and ESG, obtaining advice from legal counsel (if required) and a discussion with the Due Diligence and Strategic Project Lead to assess how to mitigate or eliminate the risk.
7.	**ERM Navex platform**	ERM have integrated ESG into their risks analysis. The team is trained to flag sustainability risks aligned with ESRS reporting standards	Sustainability risks that are aligned with ESRS. Human Rights, forced and child labour are included.	Once a year	Depending on the risk identified, it may be escalated to any of the following departments: Ethics, Legal or Compliance and ESG, to investigate and/or address any risks, as appropriate.

5. Key Performance Indicators to measure effectiveness of steps being taken

To monitor the effectiveness of the due diligence processes, we continually review the information we receive, and should a risk be identified, we follow the risk management process detailed at section 4 above.

Our current due diligence process is not specifically tailored to address modern slavery, human trafficking and child labour, although it is sufficiently robust to detect modern slavery, human trafficking and child labour should it exist. For example, we would be notified of any negative press about any direct supplier flagging forced or child labour, or other risks. Based on our review of vendor capabilities, considered together with the challenges of detecting and combatting forced and child labour, we have not yet identified an available tool with robust capabilities in this area.

We continually monitor for new and enhanced due diligence processes and systems, specifically those that offer modern slavery, human trafficking and child labour due diligence, to identify potential enhancements to our current due diligence process.

At the time of reporting and following our due diligence process we have no reasonable grounds to suspect modern slavery, human trafficking or child labour at Ferring, across our operations, or by our business partners or suppliers.

6. Training on modern slavery and trafficking

Ferring employees receive training on the following company policies and commitments to ensure that they understand the spirit of Ferring's values and our commitment to respecting human rights in accordance with internationally recognised principles throughout our value chain:

- The Ferring Philosophy;
- The Code of Conduct;
- The Human Rights Commitment; and
- Ferring's speak up culture

The Supplier Conduct Principles are part of Ferring's contracting process and attached to purchase orders.

This statement was approved by the board of directors of Ferring Pharmaceuticals Limited on 10 June 2026.

Mel Foster-Hawes

Mel Foster-Hawes

General Manager, Great Britain & Ireland

Ferring Pharmaceuticals Ltd

11 June 2026

FERRING PHARMACEUTICALS LIMITED (the "Company")
Company Number **01198007**

WRITTEN RESOLUTIONS OF THE DIRECTORS

We, the undersigned being all the Directors of the Company, confirm that we have considered the proposed matters set out below, including in our consideration the matters referred to in section 172(1) of the Companies Act 2006 and **WE HEREBY PASS** the following resolutions as written resolutions and agree that the said resolutions shall for all purposes be valid and effective as if the same had been passed by us at a board meeting of the Company duly convened and held:

1. MODERN SLAVERY STATEMENT APPROVAL

WHEREAS under section 54 of the Modern Slavery Act 2015 every commercial organization that supplies goods or services and has a total global turnover including the turnover of its subsidiary undertakings of not less than £36 million for the financial year must prepare a slavery and human trafficking statement made pursuant to section 54 of the Modern Slavery Act 2015 (the "**Statement**").

IT WAS NOTED that the Company met the criteria for financial year ending 31 December 2025 and is required to prepare and adopt the Statement.

IT WAS NOTED that each Director received draft Statement for the financial year ending 31 December 2025 (the "**Statement 2025**"), and **IT WAS FURTHER NOTED** that the Company had taken the steps outlined in the Statement 2025 to ensure that slavery and human trafficking is not taking place in its supply chains or any part of its own business.

IT WAS RESOLVED THAT:

1.1. The Statement 2025 be and is hereby approved;
1.2. Any one Director or Officer be and is hereby authorized to execute Statement 2025 on behalf of the Company; and
1.3. Any person authorized by the Directors be instructed to publish the signed Statement 2025 on the Company's website.

These written resolutions may be executed in one or more counterparts and each of which when executed shall be an original but all of the counterparts together shall constitute one and the same instrument. These written resolutions shall take effect upon the same being executed by all of the Directors of the Company (being each of the persons whose names are set out at the end of these resolutions).

Éric Breumier

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Eric Michel Breumier
Date: 10 June 2026

Mario Esteves

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Mario Alejandro Esteves Durand
Date: 10 June 2026