



UK MODERN DAY SLAVERY ACT STATEMENT: 4C Pharma Solutions

4C Pharma Solutions does not support modern day slavery and human trafficking, or any form of slavery. 4C ensures that no slavery or human trafficking will take place neither in its business nor its supply chains. 4C upholds the law seriously and will not tolerate slavery, human trafficking, forced or compulsory labor of any kind or child exploitation within our organization.

OUR BUSINESS

We are a Service Provider Organization (SPO) specializing in end to end of Pharmacovigilance, Regulatory affairs, Medical Affairs, Hosting, Medical Information and Training. No area in 4C has heightened risk of slavery and human trafficking for employees. 4C provides drug safety services to manufacturers of pharmaceutical, biological, biotechnology, devices and cosmetics and consumer care products. 4C conducts all its activities ethically and proactively in complying with regulations and guidelines. The 4C staff is composed predominantly of Healthcare Professionals who are Pharmacists, Physicians, Dentists, and Life Science graduates with experience ranging from 1-15 years in the field of Clinical Research, Pharmacovigilance and Regulatory Affairs. Every individual is qualified for their role through a combination of education, experience and job specific training.

OUR POLICIES AND PROCEDURES

4C Pharma is dedicated to operating responsibly and with a high level of integrity. Our commitment to ensuring the absence of slavery or human trafficking in our business and supply chain is reflected in 4C's Code of Business Conduct and Ethics (the "Code") and our Standard Operating Procedures ("SOPs"). The Code expressly requires our employees to maintain certain ethical standards in all business relationships. The Code directly addresses slavery and human trafficking by outlining 4C's zero tolerance policy and our strict adherence to the Modern Slavery Act of 2015. The Code also encourages employees, officers, and directors to report all suspicions of slavery and human trafficking. 4C ensures that our office complies with relevant health and safety regulations. The QA Manager carries out periodic compliance audits to ensure that appropriate standards are maintained. 4C's QA performs internal audits periodically and as-needed basis. Internal audits are performed by certified lead auditors who are not involved in day-to-day operations to avoid any conflict of interest. 4C has a documented procedure in case a non-compliance is identified.

REPORTING

This statement is made pursuant to Section 54(1) of the Modern Slavery Act of 2015 and constitutes 4C's anti-slavery and human trafficking statement for the financial year ending on December 31, 2020. This statement has been acknowledged and accepted by 4C's Board of Directors.

Yathendra Madineni

CEO

4C Pharma Solutions