



# **Anti-Slavery and Human Trafficking Statement**

**FY2020**





## Introduction

PRA Health Sciences (PRA) is a global healthcare intelligence partner. We help our partners develop life-saving and life-improving drugs for patients with our full suite of clinical development solutions and capabilities. Our services include end-to-end drug development across all phases, data management, statistical analysis, clinical trial management, medical writing, and regulatory and drug development consulting. PRA employs more than 18,000 people worldwide in over 90 countries.

Ethical conduct in the development of therapies and the ethical treatment of our team members, suppliers and patients are of paramount importance to PRA.

This statement refers to the financial year ending 31 December 2020 and covers PRA Health Sciences, Inc. and its subsidiaries, including Pharm Research Associates (UK) Ltd, Pharm Research Associates Russia Limited, Sterling Synergy Systems Limited and IMP Logistics UK Limited. These entities are collectively referred to in this statement as "PRA Health Sciences".

## Policies and Procedures

PRA Health Sciences is committed to supporting the protection of human rights globally within our own operations and our supply chain.

Code of Conduct. PRA Health Sciences is committed to acting in accordance with its [Code of Conduct](#), which demands the highest standards of ethical behavior. It sets forth our expectations with respect to conducting business with integrity and embeds respect for human rights and labor rights across the business. The Code is underpinned by several policies and procedures that help to mitigate against the risk of modern slavery:

- Policy Against Human Trafficking. This policy reflects PRA Health Sciences' commitment to engaging in employment practices that foster dignity and respect for all people and complying with applicable labor and employment laws and regulations. Human trafficking, forced and coerced labor, and child labor continue to be prevalent problems in many parts of the world and we believe that our commitment and that of our suppliers can play a positive role in effectuating change.
- Supplier Code of Conduct. PRA suppliers are required to adhere to the principles set forth in PRA Health Sciences' Supplier Code of Conduct, which includes internationally recognized standards, covering the prevention of forced labor, slavery, human trafficking and the use of child labor. Suppliers must require their third party providers to comply with these principles as well.
- Whistleblower Policy. This policy requires PRA Health Sciences' employees to promptly raise concerns related to known or suspected violations of our Code of Conduct or policies, unethical behavior or business practices, or violations of applicable laws and regulations. PRA Health Sciences has zero tolerance for retaliation against team members who report concerns in good faith.



- Compliance Hotline. The Whistleblower Policy sets forth numerous mechanisms for PRA Health Sciences' team members and third parties to report concerns, including any known or suspected violations of human rights. PRA Health Sciences' team members, suppliers and other third parties have the ability to submit reports via the Compliance Hotline. The hotline is administered by a third party.

## Training

All PRA Health Sciences' team members are required to review the Code of Conduct, the Policy Against Human Trafficking and to complete PRA Health Sciences' Human Trafficking training module.

## Risk Assessment

PRA Health Sciences employs over 18,000 people worldwide and its workforce spans over 90 countries. In addition to employees, we engage the use of contractors worldwide.

Taking into consideration the nature of PRA Health Sciences' services, the type of work it performs, 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. The clinical research industry is highly regulated, our team members and contractors are generally well-educated and/or skilled professionals or para-professionals and work in controlled environments where there are established policies and processes.

## Supply Chain

Our supply chain includes large multinational service providers as well as the sourcing of local labor for the provision of essential services for our offices. These service providers and local labor may provide services similar to those provided by PRA Health Sciences, such as local clinical research companies or support personnel, or complementary to PRA Health Sciences', such as lab and logistics services. Suppliers are also utilized for catering, cleaning, transportation and construction.

PRA Health Sciences conducts reasonable, risk-based diligence on certain material suppliers to assess their human rights practices. PRA Health Sciences reserves the right to terminate relationships with suppliers who do not comply with the principles in the Supplier Code of Conduct.

This statement is made by PRA Health Sciences, Inc. on behalf of the PRA Health Sciences group of companies and was approved by the Board of Directors on April 21, 2021.

Colin Shannon  
President, CEO and Director  
PRA Health Sciences, Inc.