



## **Slavery and Human Trafficking Statement for the Year 2025**

This statement is made by Immedica and its affiliates (collectively referred to as “Immedica” in this statement). It is a statement made in accordance with Section 54 of the Modern Slavery Act 2015 and covers the year 2025.

Immedica is dedicated to bringing new, innovative treatments to patients with diseases where the unmet medical need is large.

### **Who are we?**

Headquartered in Stockholm, Sweden, Immedica is a pharmaceutical company focused on the commercialization of medicines for rare diseases and specialty care products.

Our services cover marketing and sales, compliance, pharmacovigilance, quality assurance, regulatory and medical affairs and market access. Serving patients in more than 50 countries, we are fully dedicated to helping those living with diseases which have a large unmet medical need. Our therapeutic areas are within rare metabolic diseases, rare hematology & oncology, rare neurology, rare endocrinology and specialty care.

To find out more about what we do and our values, please go to:

<https://www.immedica.com/en>

### **Ethical values and position on human rights**

Immedica has a responsibility not only for its own activities but also as a player on the global market and in society at large. We know that slavery, servitude, forced or compulsory labor and human trafficking is a global and increasing challenge for governments and business. Immedica’s goal is not only legal compliance but also the fostering of a culture of integrity within our organization. This entails taking responsibility for Immedica’s part of the value chain and contributing to the UN Sustainable Development Goals, which recognize that ending poverty and other deprivations must go hand-in hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change. We believe compliance with applicable laws, regulations and other requirements designed to protect human rights is fundamental to our corporate well-being and that by striving for excellence in this area, we also protect, enhance and create value for our organization.

Immedica supports and respects the protection of internationally proclaimed human rights and makes sure that we are not complicit in human rights abuses. International sourcing and distribution means that Immedica needs to be aware of potential human rights issues both upstream and downstream in the business. We have no tolerance for slavery, child labor, bribery and corruption. Immedica does not tolerate forced, compulsory or involuntary labor in any form. This includes any work or service that is extracted from someone under the menace of any penalty, and for which that person has not offered her, him or them voluntarily and against their own will or choice. Immedica does not tolerate child labor in any form. No person younger than the statutory minimum age for employment according to the UN Convention on the Rights for the Child shall be employed.



## **Immedica Code of Conduct and Policies**

The Immedica Code of Conduct is our governing policy that reflects Immedica's core company values, including our commitment to sustainability and ethical business practices, which covers human rights and Immedica's no tolerance regarding slavery, child labor, bribery and corruption. Third parties, such as partners, are also expected to acknowledge and adhere to the principles of the Code of Conduct and this expectation is reflected in their legal agreements with Immedica, where necessary.

As part of our commitment to preventing acts of slavery and human trafficking from occurring within our business and our supply chain, and conducting our business with honesty and integrity, we expect the same high ethical standards from our partners. The Sustainable Collaboration Policy outlines the general principles of business conduct that are expected from Immedica employees and partners throughout the world, as well as the routines set in place for ensuring the right partners in accordance with Immedica's values are selected. Immedica will continue its routine of diligence of potential partners and customers, to detect signs of modern slavery and enforcing Immedica's no tolerance areas when selecting new partners and working with existing partners.

Immedica's Anti Bribery and Anti Corruption policy is an important part in Immedica's commitment to conduct its business in accordance with high ethical standards and preventing and detecting bribery and corruption whenever it may arise in the organization.

## **Collaborations**

Immedica is part of the Pharmaceutical Supply Chain Initiative (PSCI), a non-profit business membership organization driving excellence in safety, environmental and social outcomes for the entire global pharmaceutical and healthcare supply chain. The PSCI brings together members to define, establish and promote responsible supply chain practices, human rights, environmental sustainability, and responsible business.

Immedica measures its conduct and performance in sustainability areas against Key Performance Indicators. Our performance for 2025 is reported in our Sustainability Report.

## **Training of employees and whistleblowing**

All employees and consultants are required to annually take part in an e-learning and/or in person training regarding Immedica's Code of Conduct and Sustainable Collaboration Policy, which among other aspects states Immedica's commitment to respect Human rights including our no tolerance for slavery, child labor and bribery/corruption. This is also part of the induction program for all new employees.

We review our policies and practices on an ongoing basis to ensure we continue to meet and uphold our ethical standards. We educate, inform and engage in dialogue with employees and

suppliers to ensure all those covered by this position are aware of our expectations and their responsibilities.

We continue our commitment to support and respect the protection of internationally proclaimed human rights. We uphold the elimination of all forms of forced and compulsory labor, and the effective abolition of child labor. Ensuring that we maintain the highest moral and ethical standards regarding labor practices remains a top priority at Immedica.

We foster an open and honest culture in Immedica and Immedica's SpeakUp policy is an important tool to ensure that also sensitive issues can be reported, and that the reporting route shall not be a barrier. In line with our values, and to enable the best performance at work, we want each and every one to speak up if you react to a behavior or event that is a breach of any legislation, the Code of Conduct or any other internal governing document. The Immedica SpeakUp policy is developed for reporting of misconducts. It shall give clear guidance on how to act if any kind of misconduct is taking place. It is mainly developed for Immedica's employees and consultants, however, anyone that has experienced misconducts related to the company can file a report. Therefore, if there are any concerns relating to Modern Slavery these can be raised in confidence without fear of retaliation directly to a manager or through independent third party and internal whistleblowing hotlines. SpeakUp is available on our corporate website allowing anyone outside of the organization to report any concern about unlawful conduct or any other wrongdoing.

A handwritten signature in blue ink, appearing to read 'Anders Edvell', is positioned above a horizontal line.

Anders Edvell