

MODERN SLAVERY STATEMENT

This annual statement is made in accordance with Section 54(1) of the UK Modern Slavery Act 2015 (“the Act”). It sets out the steps Indivior has taken and will be taking to prevent modern slavery and human trafficking in its business and supply chain. It has been submitted to the UK government’s Modern Slavery Registry. This statement covers Indivior PLC and its relevant subsidiaries*. It is designed to assist stakeholders in searching for statements, and to compare the actions that businesses subject to the requirements of the Act are taking to identify and address the risks of modern slavery in their operations and supply chains.

About Indivior

Indivior is a global pharmaceutical company working to help change patients’ lives by developing medicines to treat substance use disorders (SUD) and serious mental illnesses. Headquartered in the United States in Richmond, VA, Indivior is dedicated to transforming SUD from a global human crisis to a recognized and treated chronic disease.

Building on its global portfolio of opioid use disorder (OUD) treatments, Indivior has a pipeline of product candidates designed to both expand on its heritage in this category and potentially address other chronic conditions and co-occurring disorders of SUD, including alcohol use disorder and cannabis use disorder.

Indivior also has an office in Slough, UK as well as research and development facilities in Hull, UK and Fort Collins, Colorado. With a workforce of more than 900 individuals globally, Indivior has a deep understanding of patient needs and a strong commitment to improving patient lives.

Indivior maintains a premium listing on the London Stock Exchange where it is a member of the FTSE250 index.

Policy and Codes

Indivior believes that human rights are an absolute and universal standard. It is opposed to all forms of human slavery and trafficking and will not do business with any organisation that it knows to be involved in these activities.

The Group’s Code of Conduct, *Doing The Right Things Right*, includes a specific commitment to adhere to the provisions of the United Nations Universal Declaration of Human Rights and the Convention on the Rights of the Child, the OECD Guidelines for Multinational Enterprises and the UK Modern Slavery Act 2015. All employees receive induction training about these requirements before commencing work.

Indivior’s published its first Supplier Code of Conduct in 2021 and this is available for download at the Group’s website (www.indivior.com). It aligns the prohibition of forced and child labour and slavery with the responsible business standards that it expects from its suppliers. It also specifically refers to the UK Modern Slavery Act 2015 and stipulates that adherence to the Act is a mandatory supplier requirement.

Supply chain

Indivior’s supply chain consists of businesses involved in the manufacture, assembly, and distribution of its products. It also includes organisations and individuals that supply Indivior with a variety of business, transport and administrative services. Indivior’s manufacturing operations are performed at the Fine Chemical Plant in Hull and at contract manufacturers that are based in the UK and the USA. Both countries have strictly regulated business environments, with strong enforcement of anti-slavery laws. Consequently Indivior believes that the risk of unidentified non-compliant behaviour by its Supply Chain manufacturing partners is low.

Compliance reporting

Indivior has in place various resources that enable suppliers to raise ethics questions and compliance concerns about Indivior's business activities or the conduct of its employees and contractors. Suppliers can raise questions or concerns directly with the Chief Integrity & Compliance Officer at Compliance@Indivior.com.

Another resource is the Indivior EthicsLine, an external telephone and web-based reporting resource available 24 hours a day, seven (7) days a week. Any matter reported to Integrity & Compliance or through the EthicsLine is treated as confidentially as possible and is shared only with workforce members who need to know about these matters for the purposes of an investigation and, if appropriate, corrective action.

Indivior Global Integrity and Compliance Program

The Indivior Global Integrity & Compliance Program (ICP) has a multi-year strategy to drive continuous learning and evolution. The ICP applies a 'Learn, Adjust and Prevent' approach and has a multi-year strategy to guide continuous evolution.

Key ICP elements are;

- Optimization of written policies, procedures and standards of conduct;
- Administration of the ICP by the Chief Integrity and Compliance Officer and the Indivior Compliance Committee (comprised of the Executive Committee as members);
- Workforce training and education;
- Open lines of communication;
- Fostering a culture of compliance and integrity;
- Annual risk assessment process;
- Internal monitoring and auditing related to compliance;
- Whistleblowing helpline for reporting of concerns and related reviews and internal investigation process (also mentioned above);
- Coaching and disciplinary processes, and
- Meeting the requirements of the 2020 Resolution Agreement between Indivior Inc. and Indivior PLC and the United States Attorney's Office for the Western District of Virginia and the United States Department of Justice's Consumer Protection Branch.

Risk and response

Indivior considers that the risk that slavery and human trafficking is taking place within its business or supply chain is low and has uncovered no evidence to indicate otherwise. Indivior will act immediately to redress any matter that indicates that this sort of activity is taking place.

Responsibility

The Directors and Executive Committee of Indivior are ultimately responsible for;

- Implementing this statement;
- Providing adequate resources and investment to minimize the risk of slavery and human trafficking taking place within the business or its supply chain;
- Ensuring Indivior's approach is regularly reviewed, and
- Ensuring that the commitments outlined in this statement are adhered to.

Review publication and feedback

This statement is reviewed and published annually. Indivior welcomes feedback from any of its stakeholders concerning this statement and its approach to the issues that it addresses. This can be submitted through the contact details provided on the Indivior global website (www.indivior.com).

Approval

This statement was approved by the Board of Directors on May 5, 2022

Mark Crossley

Chief Executive Officer

Indivior PLC

* Indivior Global Holdings Limited, Indivior UK Limited and RBP Global Holdings Limited