

## MODERN SLAVERY STATEMENT

**This statement is made in accordance with Section 54(1) of the UK Modern Slavery Act 2015. 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.**

### **About Indivior**

Indivior is a global specialty pharmaceutical company with a longstanding legacy of leadership in patient advocacy and health policy while providing education on evidence-based treatment models that have revolutionized modern addiction treatment. Indivior is dedicated to transforming addiction from a global human crisis to a recognized and treated chronic disease.

The Group manufactures and markets buprenorphine medication-assisted treatments, which are increasingly recognized as an effective and evidence-based treatment for opioid use disorder. In 2019, the Group expanded its product portfolio by launching a medicine for the treatment of schizophrenia in adults in the US and has a licensing agreement to bring this treatment to patients suffering from schizophrenia in Canada.

The Group operates a fine chemical plant in Hull (UK). It has research and development facilities in Hull and Fort Collins, Colorado (USA). Its US headquarters are located in Richmond, Virginia and it maintains a corporate, sales and marketing office in Slough (UK). The Group has an able workforce and management team with a deep understanding of patient needs and a strong commitment to patient lives. Indivior has a global presence in over 40 countries. Indivior PLC is listed on the London Stock Exchange. On 31 December 2019, the Group had 796 employees, 532 of which were based in the United States of America.

### **Policy**

Indivior believes that human rights are an absolute and universal standard. The Group 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. Article four of the United Nations Universal Declaration of Human Rights specifically prohibits slavery and the slave trade in all their forms and this is specifically highlighted within the Code. The Code of Conduct applies to the Group's workforce globally. It is the Group's policy that all employees and contractors receive induction training about these requirements when commencing work.

Indivior also has a confidential reporting and guidance tool, the Indivior EthicsLine, through which employees and contractors may report concerns or seek guidance on applicable Indivior policies. The EthicsLine may be used to report wrongdoing, including possible human rights violations. All reports are fully investigated and appropriate remedial action is taken.

### **Supply chain**

Indivior's supply chain consists of businesses involved in the manufacture, assembly and distribution of the Group's products. It also includes companies that supply Indivior with a variety of business, transport and administrative services. The Code of Conduct states that the Group is committed to proactively encouraging its

suppliers and contractors to demonstrate responsible behavior and high standards of business conduct. It does this by the conduct of regular dialogue and interaction with its suppliers and contractors.

Indivior recognizes its responsibility to ensure that its policies and systems robustly exclude slavery and forced labor from the business on an ongoing basis. The Group reviews its approach periodically to ensure that these issues are addressed in line with the requirements of the Modern Slavery Act 2015 and good business practice.

### **Indivior Integrity & Compliance Program Developments**

Indivior demonstrates a commitment to continuous learning and evolution in its Program which is administered by its dedicated Integrity & Compliance department. Highlights in 2019 included;

- the Executive Committee (EC) assumed the role of the Indivior Compliance Committee to support the Chief Integrity & Compliance Officer in the administration of the Indivior Integrity & Compliance Program;
- the department was structured based on Centers of Excellence (COE) with targeted areas of expertise, including Risk Management, Monitoring and Analytics;
- the department inspired a learning organization and risk awareness by sharing insights from its assessments, monitoring and internal reviews, as well as relevant external news, to educate and drive continuous program evolution;
- the department leveraged independent compliance expertise to test, benchmark and inform Indivior’s continued commitment to build and evolve an effective compliance program; and
- within an already strong culture of reporting, management at all levels embraced continued reinforcement of a speak-up culture.

### **Risk and response**

The Group 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. The Group will act immediately to redress any matter that indicates that this sort of activity is taking place.

### **Responsibility**

The Directors and senior management of Indivior are ultimately responsible for;

- implementing this statement;
- providing adequate resources and investment to minimize the risk of human slavery and trafficking taking place within the business or its supply chain;
- ensuring that the Group’s approach is regularly reviewed; and
- ensuring that the commitments outlined in this statement are adhered to.

### **Review, publication and feedback**

This statement will be reviewed and published annually. Indivior welcomes feedback from any of its stakeholders concerning this statement. This can be submitted to us through the contact details provided on the ‘Contact Us’ page of the Group’s website ([www.indivior.com](http://www.indivior.com)).

### **Approval**

This statement was approved by the Nomination & Governance Committee, a committee of the Board of Directors of Indivior PLC, on May 6, 2020.

### **Shaun Thaxter**

Chief Executive Officer

May 2020