

Voluntary slavery and human trafficking statement

We are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our business and our supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken in the financial year ending 31 December 2024 to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks.

About us

We are a not for profit organisation in the clinical and medical research and clinical trials sector.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains mainly consist of the following:

- IT services, software and hardware;
- Clinical goods and services for the delivery of clinical trials; and
- Professional services.

Our commitment to ethical trading

Our internal policies have been updated and monitored to reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery, modern slavery and human trafficking is not taking place anywhere in our business or supply chains. These include ensuring that we continue to:

1. Incorporate modern slavery and human trafficking clauses in standard terms & conditions for suppliers;
2. Follow modern slavery and human trafficking references in internal policies, including:
 - a. the pay policy;
 - b. the recruitment policy; and
 - c. the disciplinary and grievance policy.
3. Conduct reviews (by our human resources and legal teams) of Protas' compliance with existing modern slavery and human trafficking legislation.

Due diligence and risk assessment

To help identify and monitor the risk of slavery and human trafficking in our supply chain we are following procedures for the procurement of goods and services, introduced new due diligence procedures on all new suppliers. This due diligence procedure includes questions about a supplier's compliance with modern slavery and anti-human trafficking legislation and for details of their modern slavery and anti-human trafficking policy and/or statement.

We include anti-slavery and human tracking provisions in all our standard contracts with suppliers. We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking policy (or equivalent policies).

Effectiveness in combating slavery and human trafficking

As part of our wider ongoing assessment of procurement, due diligence and compliance, our Legal Team periodically consider the effectiveness of our policies to ensure that we are taking steps to prevent slavery and human trafficking in our business and in our supply chain.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff who are involved in engaging with our supply chain. Staff in our executive, human resources, procurement, legal and finance teams will all complete training in modern slavery and anti-human trafficking. New members of staff joining these teams will complete similar (updated) training upon joining the team. We will continue to assess the need for members of the wider Protas team to complete modern slavery and anti-human trafficking training.

Further steps

Following a review of the effectiveness of the steps we have taken and implemented this year to ensure that there is no slavery or human trafficking in our supply chains we intend to continue assessing our procedures and policies to determine whether further updates and/or further measures are required to safeguard against modern slavery and human trafficking at Protas and within our supply chain.

This voluntary slavery and human trafficking statement is made for the financial year ending 31 December 2024. It was approved by the board on 5 December 2024.

A handwritten signature in black ink, appearing to read "David Prior". The signature is written in a cursive style with a horizontal line underneath the name.

Lord David Prior

Quality by Randomization Limited, trading as Protas