

Modern Day Slavery Act Declaration

Therakos is an international company with employees and sales across the globe.

Therakos LLC and its parents and affiliates (collectively, "Therakos" or "we") take seriously our responsibility to combat human trafficking, modern slavery and child exploitation. Therakos makes this statement to comply with applicable laws including the UK Modern Day Slavery Act (the "Act") and other similar applicable laws.

Therakos is committed to conducting business ethically and responsibly. Therakos undertakes efforts to ensure the third parties with which we engage in business transactions similarly respect their obligations to comply with applicable laws and business standards, including prohibitions on modern day slavery and human trafficking. To ensure the highest standards of business conduct, Therakos' policies and practices include the following:

- A Code of Conduct describing ethical expectations
- Anti-Bribery and Anti-Corruption policies
- A supplier Code of Conduct, including policies Therakos expects its suppliers and other third parties with whom Therakos conducts business to comply
- Whistleblower and hotline mechanisms enabling confidential reporting

We expect our suppliers, contractors, and business partners to uphold the same high standards and to comply with applicable labour and human rights laws.

Our employees are required to be trained on our Code of Conduct and to certify to their understanding and compliance.

Therakos encourages reporting of any unethical conduct. The Integrity Hotline is a simple way for employees, suppliers and customers to express concerns regarding any potential unethical activity. The Integrity Hotline is available seven days a week, 24 hours a day. Additional information may be found at [Ethics Point – Therakos](#).

Finally, we recognise that transparency and maturity in this area evolve over time and we remain committed to strengthening our approach.

This statement has been approved by the **Board of Managers of Therakos LLC** and is signed on its behalf.

Signed: 
Name: Sandra Thompson

Title: Co-Chief Executive Officer, Therakos LLC

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Date: 5/6/26