

Modern Act Slavery Statement 2025

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 of United Kingdom. Photocure ASA, Oslo Norway does business within the UK as we have UK employees and sell our product to a UK customer.

The statement sets out the steps we have taken to ensure there is no modern slavery or human trafficking within our business and our supply chain.

All employees in Photocure are required to comply with our policies including our Code of Conduct and Anti-Corruption policy which outlines our commitment to comply with national laws and regulations. In particular:

- Treat each other with dignity and respect with zero tolerance for discrimination and harassment
- Zero tolerance for corruption and bribery
- Close follow up and routinely audits of our suppliers
- Compliance Hotline for reporting of mistakes, potential breaches of the code of conduct or any other violations.

Photocures Suppliers

Photocure`s supply chain for manufacturing is European based. We only engage with European suppliers and recognize that it is our responsibility to be aware of the prevalence of modern slavery and human trafficking risks. As a supporter to the UN Global Compact, Photocure is committed to eliminate all forms of child labor and forced labor. All contracts with suppliers carry out statements and warranty that the suppliers will carry out their service in full compliance with all applicable legislation and our Supplier and Partner Code of Conduct. All current suppliers are regularly audited and re-assessed. Additionally, they are subject to an annual risk assessment to identify risk of breaches of the human rights standards and decent working conditions. When engaging with new suppliers an assessment upfront is done which also include their social responsibility policies.

Training

As part of their employment conditions, all employees must agree to the code of conduct and training is provided as part of on-boarding and throughout the employment.

<https://photocure.com/our-impact/corporate-social-responsibility>