

Astex Therapeutics Limited Anti-slavery and human trafficking statement for the financial year ended 31 December 2020

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ended 31 December 2020. It sets out the steps taken by Astex Therapeutics Limited (“Astex”) to minimise the risk of modern slavery and human trafficking in its operations and supply chain.

1. Organisation, business, and supply chains

Astex is a drug discovery and development company with a focus in oncology and diseases of the CNS. Based in Cambridge, UK, the Company is an ultimate subsidiary of Otsuka Holdings Co., Ltd., Japan. This statement summarises the activities of Astex only.

Astex is guided by an overarching corporate philosophy of “Otsuka-people creating new products for better health worldwide” and we believe that modern slavery is a deplorable crime. Otsuka Holdings Co., Ltd. became a signatory to the United Nations Global Compact (UNGC)¹ in order to express its commitment to corporate social responsibility (CSR) and sustainability, and our modern slavery approach is consistent with the spirit of the UNGC. We are committed to ensuring that where we can have influence the risk of modern slavery or human trafficking in our supply chain or in any part of the business is minimised.

2. Policies in relation to slavery and human trafficking

The purpose of this policy is to outline our commitment to minimising the risk of modern slavery in our operations and supply chains, and to lay the foundation for embedding modern slavery considerations into the way we operate and conduct business. The policy sets out the responsibilities of specific teams and departments within Astex with regards to modern slavery. Our modern slavery policy links to a number of existing global and regional policies.

3. Due diligence processes

We have integrated modern slavery considerations into existing supplier selection and procurement processes to ensure Astex’s modern slavery approach is fully integrated with current practices within the business.

We have developed modern slavery clauses for inclusion in the terms and conditions of our contracts. These will be introduced for all new suppliers. For existing suppliers, we are introducing these clauses at the point suppliers are due for re-contract with Astex.

Astex has a whistleblowing policy in place through which employees are encouraged to report ethical concerns without fear of retaliation or retribution. We have extended the scope of the whistleblowing policy for employees to report any modern slavery concerns.

4. Risk assessment

We will review the modern slavery risk in relation to suppliers based on the level of risk associated with their sector and the level risk associated with their country of location.

Any suppliers identified as high risk will be asked to provide information regarding their management of modern slavery risks and we will continue to review the risk on an ongoing basis.

¹ <https://www.unglobalcompact.org/>

5. Training

We are setting up training to be delivered to all Astex employees, contractors and consultants including raising awareness and understanding on modern slavery and ensuring employees, contractors and consultants know how to raise concerns. Modern slavery considerations have been included in our employee handbook.

This statement has been approved by the Board of Directors of Astex Therapeutics Limited.

On behalf of Astex Therapeutics Limited by Harren Jhoti

President and CEO of Astex Therapeutics Limited

Date: 29 January 2021