

## **Thornton & Ross Ltd – Modern Slavery Act 2015**

### Introduction

This statement relates to actions taken during the financial year 1<sup>st</sup> January 2017 to 31<sup>st</sup> December 2017. This statement details the actions taken by Thornton & Ross Ltd to understand the modern slavery risks related to its business and to ensure that as far as possible there is no human trafficking or slavery in its own business and in its supply chain.

The Company acknowledges its responsibilities under the Modern Slavery Act 2015 and seeks to ensure that conditions for its employees are of a good standard and that none of our practices infringe any legal or ethical requirements. The Company takes a zero tolerance to slavery and human trafficking in its business activity and attempts, as far as is reasonably practical, to ensure that there is no slavery or human trafficking in the supply chain.

### Organisational Structure

Thornton & Ross Ltd develop, manufacture and supply a wide and growing range of branded over-the-counter medicines, dermatological products, niche generic medicines and other pharmaceutical and household products. The Company was originally a family-owned business until it was acquired in 2013 by STADA Arzneimittel AG. The Company was founded in 1922 and is now one of the largest over-the-counter manufacturers in the UK.

Our approach is to combine good, responsive customer service and quality products in a working environment that encourages innovation.

Our business operates in the UK with the majority of our employees based at our site in Huddersfield or, for our sales force, operating around the UK. Our suppliers are, where possible, local businesses although due to the specialised nature of certain pharmaceutical products, ingredients and processes, we also buy from businesses around the world.

We have a team of professional buyers that manage our supply chain and maintain close working relationships with our suppliers.

## Supply Chain Due Diligence

We purchase packaging materials, chemicals and pharmaceutical ingredients from third party suppliers. In some cases we buy in finished products for resale and also outsource some packaging activity to contract manufacturers. Suppliers must complete and return an evaluation questionnaire before we do business with them or enter into a formal contract. Each supplier is required to provide information on labour conditions, compliance with national laws, hygiene facilities, discrimination and child labour.

As the Company purchases from around the world, we monitor our suppliers and the conditions for their staff, both by assessing our suppliers regarding human trafficking and slavery in their operations, and by visiting their plants to observe their business practices and local conditions. All suppliers are categorised and reviewed on an on-going basis.

If concerns are raised, then we will review these with the supplier with the aim of raising awareness and making the required improvements. Ultimately if progress is not made we will cease to trade with that supplier.

## Approval

This statement has been approved by the Managing Director of Thornton & Ross Ltd on behalf of the Company. The statement will be reviewed and, where necessary, updated on an annual basis.



Mr Barry Draude  
Managing Director  
Thornton & Ross Ltd

Date: 31st July 2018