

Modern Slavery Act Statement

Oxford Biomedica is opposed to slavery and human trafficking and believes that the Modern Slavery Act is a significant step in encouraging companies to identify and tackle the risks of modern slavery and human trafficking across the business operations and in supply chains.

This statement has been prepared in response to Section 54 of the Modern Slavery Act 2015 and outlines Oxford Biomedica's policies and efforts to mitigate the risks of modern slavery throughout our business and supply chain. This statement covers Oxford Biomedica's financial year from 01 January 2022 to 31 December 2022.

About our business and supply chain

Oxford Biomedica (LSE:OXB) is an innovative leading viral vector specialist focused on delivering life changing therapies to patients. Oxford Biomedica plc and its subsidiaries (the "Group") work across key viral vector delivery systems including those based on lentivirus, adeno-associated virus (AAV) and adenovirus, providing innovative solutions to cell and gene therapy biotechnology and biopharma companies for their process development, analytical development and manufacturing needs. Oxford Biomedica has built a sector leading lentiviral vector delivery platform (LentiVector®) and is working on programmes from pre-clinical to commercial stage across a range of therapeutic areas with global partners.

Oxford Biomedica is based across several locations and headquartered in Oxfordshire, UK. In 2022, the Group established Oxford Biomedica Solutions, a US based subsidiary AAV manufacturing and innovation business, based near Boston, US. The Group employs more than 900 people. Further information is available at www.oxb.com

Oxford Biomedica operates with responsibility at the forefront of our business. We are committed to sound corporate governance principles, practices and policies. These policies are described in our Environmental, Society and Governance report in our 2022 Annual Report and for further information about our business and governance policies, please visit: www.oxb.com

Our supply chain includes providers of client services as well as goods and services to our Group.

Managing modern slavery risks

Oxford Biomedica recognises our responsibility to identify, mitigate and address potential and actual human rights impacts that are directly linked to our business activities. While the risk of modern slavery and human trafficking is relatively lower in the highly regulated biopharmaceutical industry, we recognise that this responsibility also extends to our business relationships.

Oxford Biomedica has taken steps to mitigate the risks associated with modern slavery in our business and supply chain. These include the activities conducted in 2022:

- Recruitment: we conduct checks on any new employees that join our business to ensure that they have eligibility to work in the UK, so as to mitigate the risk of human trafficking or that such individuals are being forced to work against their will. We will also only work with reputable external recruitment partners when looking for new employees, if the recruitment is not carried by our in-house group.
- Employee training: Oxford Biomedica's Code of Ethics outlines expectations for employees to conduct business with integrity. New employees are required to review the Code and complete the Code of Ethics training. The training includes a section on supplier conduct with a reference to our Responsible Supply Chain Management Policy, which includes human rights.

- Verification and risk assessment: as part of the procurement solicitation process and our due diligence of suppliers, all suppliers are asked to sign a statement in which they attest that their business meets specific human rights employment standards in accordance with the Modern Slavery Act. These standards include expectations that suppliers shall not use child labour or forced labour, and that they shall comply with legal minimum wage requirements, prevent discrimination or harassment in the workplace, and provide fair working conditions.
- Vendor on-boarding: once selected, all suppliers are asked to certify that products and their component parts that are provided to Oxford Biomedica comply with the laws regarding slavery and human trafficking of the country or countries in which they do business. The only exceptions are patient organisations, healthcare organisations and healthcare professionals which are not required to certify this given the nature of payments (typically honourarium, grants and sponsorships). In addition, a supplier Code of Conduct now exists for all suppliers, which details the Group's overall approach to supplier engagement and the standards it expects its suppliers to adopt.

Improving in the year ahead

The progress Oxford Biomedica plans to make in 2023 includes:

- Roll out of the supplier Code of Conduct for all major suppliers over the course of 2023.
- Continue to develop tools and processes to educate our people on how to engage with new and existing suppliers on this topic.

We will report on progress in our next statement.

This statement has been reviewed and endorsed by Oxford Biomedica's Board of directors on 22 March 2023.

Roch Doliveux
Chair