



Slavery and Human Trafficking Statement

Pursuant to applicable regulations, including the California Transparency in Supply Chains Act of 2010 and the United Kingdom Modern Slavery Act of 2015, certain businesses are required to provide disclosure concerning their efforts to address the issues of slavery and human trafficking in their supply chains.

PATHEON'S BUSINESS

Patheon is a leading global provider of outsourced pharmaceutical development and manufacturing services and employs over 8,000 employees and retains contractors at more than 25 locations globally. Patheon is dedicated to the five commitments that guide our company. One of those commitments is to *operate our business in a compliant, safe, disciplined, responsible and ethical fashion.*

As part of this commitment, our Board of Directors, CEO and senior management are committed to the principles underlying this statement and to a robust supply chain that meets our fundamental principles of ethics, integrity and compliance with law. We believe human trafficking, forced, debt bonded, indentured and slave labor are unacceptable, and we are committed to preventing these practices in our global operations and supply chain.

COMPLIANCE PROGRAM

Patheon's corporate compliance program is led by our Chief Compliance Officer. Components of our corporate compliance program include maintaining our Code of Business Conduct and compliance hotline and implementing training and managing investigations, including those involving Patheon's supply chain. Under our corporate compliance program, we will also maintain a Steering Committee comprised of stakeholders and individuals with compliance-related responsibilities across Patheon, including those responsible for maintaining integrity and compliance within our supply chain.

CODE OF BUSINESS CONDUCT

Patheon's Code of Business Conduct ("Code") sets forth broad principles of ethical business conduct. It provides information about the standards of integrity that Patheon requires all company personnel and those who act on its behalf to follow, including standards relating to fair treatment.

Revised in 2016, Patheon's Code includes language stating that we prohibit any form of slavery or human trafficking within our business or supply chain. Patheon's Code prohibits harsh and inhumane treatment, including corporal punishment or the threat of corporal punishment. Additionally, Patheon complies with all laws on working hours and employment rights in the countries in which it operates. Our Code and terms and conditions with global suppliers require compliance with all applicable governmental laws, rules and regulations (which would include laws prohibiting human trafficking, child and forced labor). We expect our suppliers to meet these expectations, including acting proactively to raise concerns about ethical issues, violations of this Code or governmental rules and regulations.

Patheon proactively promotes ethical behavior and any violation of the Code may result in appropriate disciplinary action being taken, up to and including dismissal from employment in compliance with the various legal requirements governing Patheon sites worldwide.



COMPLIANCE HOTLINE

Patheon employees are encouraged to raise ethical questions and concerns and have multiple channels to do so, including a web and phone-based compliance hotline administered by a third party, where employees have the option to report anonymously, if they prefer, and as permitted by law. No retaliatory action will be taken or permitted against an employee who makes a good faith report of a violation or suspected violation of the Code. The identity of a person reporting a violation of the Code is maintained in confidence to the extent permitted by law and as needed to conduct a thorough investigation.

The compliance hotline is managed by the Chief Compliance Officer, who triages reports to the applicable subject matter experts responsible for the relevant compliance area and who maintains oversight for investigations and any corrective action. Reports regarding slavery and human trafficking would be triaged to individuals with responsibility for the relevant business, supply chain function and others as applicable.

TRAINING

All Patheon employees undergo training that requires them to read and acknowledge the Code, which contains the referenced language prohibiting slavery and human trafficking. We maintain records of each employee's acknowledgement. Additionally, we continue to assess whether additional training regarding slavery and human trafficking is appropriate for management or employees with specific supply chain or related responsibilities, as well as for certain suppliers or vendors.

SUPPLIER ACCOUNTABILITY

Patheon generally conducts quality audits of its suppliers, which may include on-site visits of suppliers from time to time, to review and discuss quality performance and processes, and which may incorporate review of the suppliers' supply chain operations.

Additionally, in our standard supply contracts (which generally apply to our procurements), we require our global suppliers to comply with all applicable governmental laws, rules and regulations of the country or countries where such suppliers do business, which would include laws prohibiting human trafficking and child and forced labor. In addition, we continue to review our standard supply contracts in order to make enhancements that more specifically address slavery and human trafficking.



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Andrew Robinson

Director, Patheon UK Ltd