

Modern Slavery Statement 2025 – United Kingdom

This Modern Slavery Statement has been prepared pursuant to Section 54 of the United Kingdom Modern Slavery Act 2015 (UK MSA) on behalf of Curium Pharma UK Ltd., for the reporting period from January 1st, 2025, to December 31st, 2025.

This Modern Slavery Statement sets out Curium Pharma UK Ltd.'s commitment to conduct business in a responsible and ethical manner, with respect for internationally recognised human rights, as well as the measures taken to prevent modern slavery and human trafficking in its operations and supply chains.

Curium Pharma UK Ltd. is part of the Curium international pharmaceutical group dedicated to the research, development, manufacture, and marketing of radiopharmaceutical products. As a responsible healthcare company, Curium is committed to conducting its business ethically and with integrity in all its business dealings and relationships, and to implementing appropriate and effective systems and controls designed to prevent modern slavery within its own operations and supply chains.

Curium group supports and promotes the values expressed in the United Nations Global Compact (UNGC) and United Nations Guiding Principles on Business and Human Rights (UNGPs) which provide a recognised international framework for respecting human rights in business activities and supply chains. These values encompass fundamental human rights, including the prohibition of forced labour, human trafficking, and child labour, as reflected in internationally recognised human rights and labour standards including those contained in the International Bill of Human Rights and the International Labour Organization's (ILO) core labour rights convention. Curium group encourages its third-party suppliers, contractors, distributors, and vendors to adopt these values and principles (together, the "Principles") as part of a continuous improvement approach.

For the purposes of this Modern Slavery Statement, unless stated otherwise, references to "Curium" or "Group" refers to the Curium group and its subsidiaries, including Curium Pharma UK Ltd.

1. Curium business organisation and supply chain

- **Business and operational organisation**

Curium Group

Curium is an international pharmaceutical company specialised in the research, development, manufacturing and distribution of radiopharmaceutical products, meeting industry-leading standards in quality, efficacy, and innovation.

The Group is specialised in the production and supply of radioactive tracers used in nuclear medicine. Curium's products support the early diagnosis and treatment of cancer, as well as heart, brain, and bone diseases, contributing to improved patient outcomes.

Curium Group presence and organisation

Curium's headquarters are located in Paris and Boston. The Group operates a global footprint, with 77 production sites and 17 offices located across multiple countries worldwide.

As of 31 December 2025, Curium employed approximately 3,400 employees worldwide.

Curium seeks to conduct its employment practices in accordance with applicable labour and employment laws in the jurisdictions in which it operates and to promote fair and respectful working conditions. Curium does not knowingly tolerate forced labour, child labour, or human trafficking within its own workforce.

Business units

Curium operates through three distinct business units: Curium North America, Curium International and Curium Biopharma, the latter being focused on research and development activities for Curium's theranostic portfolio. All business units operate within the framework of Group-wide policies and are supported by central corporate functions, including compliance, legal, procurement, human resources, and ESG.

Curium Pharma UK Ltd

Curium Pharma UK Ltd. is the United Kingdom based subsidiary of Curium and is responsible for carrying out manufacturing and operational activities in the UK. The entity operates production facilities and office functions supporting the development, manufacture, importation, and distribution of radiopharmaceutical products in accordance with applicable regulatory requirements.

Curium Pharma UK Ltd. retains responsibility for its core operational activities in the United Kingdom, including manufacturing, quality oversight, and operational management. These activities are performed within the framework of Group-wide policies, standards, and governance arrangements, and are supported by both internal resources and a limited number of third-party service providers where appropriate.

- **Supply chain**

Curium operates a global supply chain that supports its pharmaceutical and nuclear medicine activities. Due to the highly regulated nature of radiopharmaceutical products, the Group relies on a selected range of suppliers providing goods and services essential to its operations to reduce supply risk.

Curium's supply chain includes suppliers of raw materials, pharmaceutical ingredients, radioactive isotopes, packaging, and components, as well as providers of irradiation services, logistics, transport, engineering, maintenance, and professional services.

Curium sources goods and services from suppliers located in different jurisdictions. As part of its approach to responsible business conduct, Curium seeks to work with suppliers that are expected to comply with applicable laws and regulations in the countries in which they operate and to align, where appropriate, with Curium's policies and standards, including those relating to ethical conduct and human rights.

The supply chain supporting Curium Pharma UK Ltd.'s operations is largely integrated within the Group. The majority of equipment, components and materials used in manufacturing and production activities are sourced from other Curium entities.

Where external sourcing is required, Curium Pharma UK Ltd. works with a limited number of third-party suppliers to support specific operational needs, including the supply of certain equipment and the provision of ancillary support services such as transport, warehousing, courier services, and specific regulatory-related support activities. In addition, a limited number of manufacturing activities are outsourced to third-party manufacturers.

Curium Pharma UK Ltd.'s supply chain forms part of the broader Curium supply chain and is subject to Group-wide policies and standards governing responsible business conduct and supplier engagement

2. Identifying modern slavery risks

Curium Pharma UK Ltd. has initiated activities to identify, evaluate and prioritise potential human rights risks arising from its operations and supply chains, with reference to the Principles, as part of a proportionate and evolving due diligence approach.

When procuring goods or services, Curium Pharma UK Ltd. seeks to apply robust supplier selection criteria, to assess supplier policies and practices where appropriate, and to promote adherence to the Curium Third Party Code of Conduct.

Curium Pharma UK Ltd. also undertakes supply chain mapping activities to better understand its supplier base and to identify geographic areas and sectors that may present a higher inherent risk of modern slavery.

Supplier risk assessments are informed by recognised external sources, including publicly available indices¹ and reports addressing modern slavery and forced labour risks at country and sector level². These sources are used to support an overall assessment of risk and to inform the prioritisation of due diligence and engagement activities.

Risk levels are assessed using defined criteria, allowing suppliers to be categorised as low, medium, or higher risk depending on the number and nature of identified risk factors (zero or one risk factor: low risk; two risk factors: medium risk; three risk factors: high risk).

Based on the outcome of the assessment and taking into account the nature of Curium Pharma UK Ltd.'s organisational structure and supply chain, the overall modern slavery risk level within the business and its Tier 1 supply chain was assessed as low at the time of the review. Two suppliers were identified as presenting a medium risk, no suppliers were identified as presenting a high risk, and certain suppliers operate in sectors such as manufacturing and logistics, which are recognised as inherent risk factors.

¹ Walk Free, *Understanding the scale of modern slavery*, <https://www.walkfree.org/global-slavery-index/>
International Labour Organisation, *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*, [Global Estimates of Modern Slavery: Forced Labour and Forced Marriage | International Labour Organization](#)

² U.S. Department of Labor, *List of Goods Produced by Child Labor or Forced Labor*, <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

Tier 2 suppliers have not yet been mapped, and this has been identified as an area for future improvement as part of Curium Pharma UK Ltd.'s ongoing and proportionate risk-based approach.

Curium Pharma UK Ltd. recognises that its approach to identifying and assessing modern slavery risks will continue to evolve over time, taking into account organisational context, supply-chain complexity, and future developments in due diligence practices.

3. Measures to Address The Risk:

- **Measures within supply chain**

Curium Pharma UK Ltd. seeks to mitigate modern slavery and human trafficking risks through a range of measures within its supply chain designed to promote responsible business practices.

In particular, Curium Pharma UK Ltd. aims to apply responsible purchasing practices and to avoid behaviours that may increase the risk of suppliers resorting to unethical or unlawful labour practices. These considerations may include, where appropriate, pricing approaches, lead times, forecasting practices, payment terms, and contractual arrangements.

- **Policies and standards applicable to third parties**

Curium has adopted a set of Group-wide Codes and policies that underpin its approach to ethical conduct and human rights, including with respect to third-party relationships. These include:

- Curium's **Code of Ethics**, which sets out Curium's commitment to doing business responsibly, fairly, and ethically;
- the **Curium Third-Party Code of Conduct** which sets out Curium's expectations from its vendors and suppliers regarding ethical behaviour, labour practices, health and safety, environmental responsibility, and business integrity, and is used as one of the criteria to support supplier selection, engagement, and performance evaluation, within a continuous improvement approach;
- the **Whistleblowing Policy** which informs on the functioning of the Curium reporting platform, how alerts will be processed, the data collected in this context, and the protection available to any person who reports facts under the terms and conditions of this policy and the law; and
- relevant compliance and integrity-related policies.

Curium Pharma UK Ltd. seeks to promote awareness of these policies among its suppliers and other third parties and encourages adherence to the standards and principles set out therein. The implementation of these policies is progressively embedded across the supply chain.

All new contracts with suppliers incorporate Curium's Third-Party Code of Conduct.

- **Training and awareness**

Curium seeks to raise awareness of human rights and modern slavery risks among its employees. Employees are expected to adhere to Curium's Code of Ethics and Business Conduct, which sets out Curium's commitment to respecting human rights and to combating child labour and modern slavery.

Training and awareness initiatives relating to these topics are in the process of being developed, and relevant updates and information relating to Curium's policies are communicated through internal systems, with the aim of supporting a consistent understanding of ethical and compliance expectations across the organisation.

- **Reporting and grievance mechanisms**

Curium has implemented a confidential grievance and reporting mechanism that allows employees, external partners and, where relevant, their employees to report concerns or alleged misconduct, including issues related to human rights and modern slavery risks. The reporting mechanism is accessible on a continuous basis.

Concerns may also be raised through other appropriate internal channels, including line management, human resources, legal or compliance functions, or employee representative bodies, where applicable.

The grievance mechanism is designed to allow concerns to be raised across a range of topics, including labour rights, health and safety, environmental matters, and ethical conduct. Reports are reviewed in accordance with Curium's internal procedures.

4. Effectiveness of Curium Actions

Curium Pharma UK Ltd. seeks to monitor the effectiveness of its approach to preventing modern slavery and human trafficking through a range of qualitative and quantitative indicators, applied on a risk-based and proportionate basis.

In this context, Curium Pharma UK Ltd. considers indicators across several key areas, including:

- Governance & due diligence
- Procurement & supply chain
- HR practices, training & education

The indicators considered may include, where appropriate, information relating to the identification and remediation of modern slavery risks (number of modern slavery cases identified and remediated), the periodic review of supplier risk assessments, and participation in relevant training and awareness activities (completion rates for modern slavery awareness training).

Over subsequent reporting periods, Curium Pharma UK Ltd. will continue to review its approach to tracking effectiveness over time and may enhance or redefine relevant indicators as its processes and risk assessment framework continue to evolve. These considerations form part of Curium Pharma UK Ltd.'s broader internal review and continuous improvement processes. This will be captured and logged within Curium Management Reviews.

5. Future Commitments:

Curium recognises that preventing modern slavery and human trafficking is an ongoing process and is committed to continuously improving its approach over time.

In the coming years, Curium intends to further enhance its framework for managing modern slavery risks across its operations and supply chain. Key areas of focus may include the progressive expansion of supplier engagement initiatives, with the objective of increasing awareness of, and alignment with, the Curium Third-Party Code of Conduct across the supplier base.

In addition, Curium also plans to continue refining its risk assessment and due diligence processes, including the further development of risk indicators and assessment methodologies, to support a more comprehensive understanding of its supply chain and to prioritise actions where appropriate.

Curium will continue to review and adapt its policies, processes, and measures as appropriate, taking into account the evolution of its operations, supply chain, and external risk environment. Continuous improvement in this area remains an integral part of Curium's commitment to responsible and ethical business practices.

6. APPROVAL AND SIGNATURE

This statement has been approved by the Board of Directors of Curium Pharma UK Ltd.

Signed:

Ruairi O'Donnell

Name: Ruairi O'Donnell

Title: Managing Director

Date: April 16th, 2026.


Curium Pharma - Modern Slavery Statement - Final CLEAN


Final Audit Report


2026-04-16


Created:	2026-04-16
By:	Salomé Hamon (salome.hamon@curiumpharma.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAApi5FZ9uCU197T5DCSRMdnmOMrmnykbj


"Curium Pharma - Modern Slavery Statement - Final CLEAN" History

 Document created by Salomé Hamon (salome.hamon@curiumpharma.com)
2026-04-16 - 3:46:34 PM GMT

 Document emailed to Ruairi O'Donnell (ruairi.odonnell@curiumpharma.com) for signature
2026-04-16 - 3:46:38 PM GMT

 Email viewed by Ruairi O'Donnell (ruairi.odonnell@curiumpharma.com)
2026-04-16 - 3:47:33 PM GMT

 Document e-signed by Ruairi O'Donnell (ruairi.odonnell@curiumpharma.com)
Signature Date: 2026-04-16 - 3:49:31 PM GMT - Time Source: server

 Agreement completed.
2026-04-16 - 3:49:31 PM GMT