

UK Modern Slavery Act Statement

Pharming Group N.V.

Updated: March 2019



Pharming

About Us

Pharming's structure, business and supply chain

Pharming Group N.V. is a multinational Biotech Pharmaceutical Company listed on the Amsterdam Stock Exchange. Founded in 1988, Pharming is headquartered in the Netherlands and operates in Europe and the US. We develop innovative products for the treatment of unmet medical needs and currently market RUCONEST[®], a recombinant human C1-esterase inhibitor for the treatment of acute angioedema (HAE) attacks, approved for marketing in USA, EU, Korea and Israel.

Pharming's supply chain source raw material, drug product and packaging from within the Netherlands. The drug substance for our products are manufactured in France. Pharming distributes its products to Europe, the Middle East, and North and South America.

Further details of Pharming's supply chain, structure and business can be found in our Annual Report on the Pharming website [here](#).

Modern Slavery and Human Trafficking

Pharming is committed to ensuring its supply chain and operations remain free from any form of human slavery, human trafficking, and forced labour.

Pharming's Polices and Controls

Pharming Group N.V. has implemented a Code of Conduct to establish the principles and expectations of its employees and contractors. Pharming enforces compliance through training, and where necessary, disciplinary action.

Pharming's Code of Conduct states:

Pharming is committed to complying with child labour laws, and laws prohibiting any form of forced, bonded or indentured labour. No employee should take unfair advantage of anyone through inappropriate manipulation or abuse of information. Pharming will not knowingly work with third parties who engage in any human trafficking or forced labour.

The Pharming Code of Conduct requires its employees to report any policy or legal violations. Reports can be made to an employee's Line Manager, the Pharming Board of Management or via Pharming's Whistleblower Procedure or Pharming's Compliance Hotline.

The Compliance Department and the Human Resources Department is responsible for monitoring, investigating and enforcing the Code of Conduct. The Compliance Department regularly reviews Pharming's policies to ensure they comply with rules, regulations, legislation and industry standards.

Pharming understands that there is potential of exposure of slavery, human trafficking, and forced labour when purchasing goods and services from third parties.

Pharming's due diligence processes in our business and supply chains

Pharming sources our goods and services efficiently and fairly. When entering into a contract with a new supplier, our Supply Chain department undertake a due diligence process with every supplier to ensure that they operate good business practices. Furthermore, all external manufacturing parties must have cGMP (current Good Manufacturing Practices) compliant quality systems. Suppliers are made aware that, in accordance with our Policy, if we discover any violations of the law such as modern slavery or human trafficking, this will be a breach of contract.

Pharming has not employed a third party to specifically evaluate and address risks of human trafficking and slavery in its supply chain however any significant business partners must undergo a background check for due diligence purposes before being engaged.

Pharming's Risk Areas

Areas of Pharming's business and supply chain where there is a risk of slavery and human trafficking taking place and the steps taken to assess and manage the risk
Pharming believes there is a very low risk that its supply chain contains any element of slavery, child labour or human trafficking. Pharming does not source materials associated with forced labour or child labour as listed in the US Department of Labor's List of Goods Produced by Child Labor or Forced Labor (2018). Pharming also sources all materials from suppliers based in Tier 1 countries as defined in the U.S State Department's Trafficking in Persons Report (2018).

Pharming is careful to only conduct business in Countries that have ratified the Forced Labour Convention 1930, the Abolition of Forced Labour Convention 1957 and comply with relevant protocols and directives set out in International Law.

Making sure Pharmers are onboard

Slavery and Human Trafficking awareness

All employees at Pharming are required to certify that they have read, understood and will comply with the Pharming Code of Conduct, which covers topics such as slavery, human trafficking and forced labour.

Moreover, those employees who work specifically in Pharming's supply chain have constant communication from the Compliance Department and increased awareness of the parameters set out in international standards.

We believe in an open culture where all our employees are encouraged to come forward if they discover any malpractice in our business. This process is underpinned by our Whistleblowing Policy and Compliance Hotline. If an employee believes they know of any modern slavery incident, potential or actual, they can report it with the option of confidentiality. All reports are investigated in accordance with Pharming Policies and applicable laws.

Pharming will continue to review and update its policies, procedures, and guidelines, and raise awareness of human trafficking, forced labour, and slavery. Pharming is dedicated to maintaining appropriate safeguards to protect human rights in its supply chain and business.