

Vamos Biotech (Shanghai) CO., LTD

(91310000MA1H3AQB3D)

Modern Slavery Statement

Policy No: 1.3.

Date May 2021

Modern Slavery Act Statement FY2021

This statement is made on behalf of Vamos Biotech (Shanghai) CO., LTD and its subsidiaries (collectively Vamos Biotech) pursuant to s51(1) of the Modern Slavery Act 2015 (UK) and the Australian Modern Slavery Act 2018.

Introduction

This is the company's first modern slavery statement, and it outlines the approach to strengthen our policies and operations in line with the requirements of the UK Modern Slavery Act and the Australian Modern Slavery Act. Vamos Biotech is committed to operating its business lawfully and ethically and seek to only work with businesses and suppliers which are aligned to our values.

Vamos Biotech recognizes that modern slavery can occur in many forms, including slavery, servitude, forced marriage, human trafficking, forced labor, debt bondage, child labor, and deceptive recruiting for labor our services. Vamos Biotech takes these responsibilities seriously and is committed to operating responsibly and to the highest ethical standards across our group.

In general, the Committee is responsible for reviewing the integrity of the company's financial reporting and overseeing the independence of the external auditors.

Reporting Entity

Vamos Biotech was incorporated in 2020 and has grown to become a leading global provider of antibiotic resistant bacterial infections in the health industry. Vamos Biotech is a limited company incorporated and domiciled in P.R. China.

Organization Structure, Operations & Supply Chains

The headquarters of the Vamos Biotech group is in Shanghai, P.R. China. The company operates in P.R. China, and globally via partner companies, with a multi-cultural workforce that exceeds 50 employees. Over 40% of our revenue is derived from outside P.R. China. VB's employees engage with many cultures and with customers that include some of the most reputable healthcare providers globally.

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Vamos Biotech has a relatively simple supply chain that includes the purchase of the materials, products and services for our day-to-day operations of the business, these include office supplies, employment and training of staff, external professional services, lease of office space, IT infrastructure and support services, purchase of raw materials, substances, machinery and equipment that we use in the production of the medical substances that we produce, and travel.

The majority of our suppliers are located in geographies where we have an established entity, each of these geographies demonstrate greater awareness of modern slavery and the associated risks.

Risk of Modern Slavery

At first glance, based on Vamos Biotech's business, and relatively simple supply chain, Vamos Biotech does not appear at high risk of exposure to modern slavery. Nonetheless, Vamos Biotech recognizes that there is a level of risk in our extended supply chain, and we understand the level of risk is influenced by factors such as vulnerable populations, product and service categories, and geographical location. Accordingly, the company has tailored its risk process to ensure we are focusing our effort on those areas that present an elevated risk exposure.

Actions taken to address risks

Vamos Biotech has a robust corporate governance framework with the Company's Board ultimately overseeing the group's broader commitment to human rights through the Audit & Risk Committee, including a zero-tolerance approach to modern slavery.

Underpinning the framework are various company policies related to modern slavery, these include the Global Code of Conduct, Global Whistleblower Policy, Global Equal Employment Opportunity Policy, Global Workplace Harassment Policy, Statement of Diversity & Inclusion, Supply Management Policy, and Modern Slavery Policy, plus others being considered.

Additionally, Vamos Biotech is aiming to progressively develop a supply chain map to demonstrate the geographical location and nature of products and services sourced in order to assist the potential slavery risks.

The group's Finance & Administration, People & Culture, and executive leadership team, collectively have responsibility for development and implementation of Vamos Biotech's broader human rights program, including modern slavery. Through the CEO, the exclusive leadership reports to the Audit & Risk Committee, which in turn reports to our Board.

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In terms of risks associated with human rights, the group develops its medical and cosmetic products at its production facilities in P.R. China. This allows Vamos Biotech to be in total control of our commitment to any human right principles related to employment in our business. In addition, Vamos Biotech has implemented an on-line questionnaire for Bulling, Harassment and Discrimination for each employee to complete annually.

The group is committed to provide employees with a safe workplace and seek to address any health and safety issues that may arise quickly and efficiently. Vamos Biotech is also committed to only hire persons into the business who have no legal impediment which precludes them from being employed and they have proper authority to be hired legally, with the appropriate working visa or citizenship for the country in which they are employed.

Measuring Effectiveness

Management of modern slavery risk in a company's global operations and supply chain falls within Vamos Biotech's global risks framework and register. The group's Audit & Risk Committee is responsible for providing oversight on behalf of the Board and the Audit & Risk Committee meets regularly with the company's CEO and executive leadership to review the risk register. Information related to risk management can be found in the Corporate Governance Statement contained in the Annual Report and on the group's website at www.vamos-biotech.com.

The group is in the process to develop a supply chain assurance process to access the potential risks of modern slavery within the Company's first tier global supply network. Accordingly, the Company is seeking to implement mechanisms, to measure effectiveness by implementing controls into the supply chain assurance process for suppliers in the risk categories to provide (a) relevant modern slavery statements, commitments, and process documents, and (b) acknowledge the Vamos Biotech supply chain assurance process.

Consultation with VB entities

Vamos Biotech operates a fully owned subsidiary that is individually operating and registered in Russia. All corporate decisions emanate from the group's head office in Shanghai, P.R. China, and this includes all policies and procedures which are adopted by all subsidiaries as group's global policies. Similarly, all global employees are required to adhere to the group's formalized policies and procedures and undertake online training programs to educate themselves on bullying, harassment and discrimination together with awareness of modern slavery act and the actions to respond appropriately.

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This Modern Slavery Statement is made for the financial year ending 31st of December 2021 and was approved by the Board of Vamos Biotech on 14th of June 2021.

Signed

Daniel Gligorov

Chairman and Chief Executive Officer

Vamos Biotech (Shanghai) CO., LTD