
Forced Labour and Child Labour Report for the Year Ended December 31, 2024

Syneos Health Clinique Inc. is committed to furthering the protection and advancement of human rights globally and supports the elimination of forced and child labour. This report is Syneos Health Clinique Inc.'s second report under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Supply Chains Act**”), and covers its financial year ended December 31, 2024.

Introduction to Syneos Health

Syneos Health, Inc. is a leading fully integrated biopharmaceutical solutions organization built to accelerate customer success. We translate unique clinical, medical affairs and commercial insights into outcomes to address modern market realities. Together we share insights, use the latest technologies and apply advanced business practices to speed our customers’ delivery of important therapies to patients.

Syneos Health supports a diverse, equitable and inclusive culture that cares for colleagues, customers, patients, communities and the environment.

Syneos Health is a privately owned company, which was acquired by a consortium of private investment firm affiliates composed of Elliott Investment Management L.P., Patient Square Capital and Veritas Capital in 2023. With the support of its private investors, the Company is poised to further accelerate its transformation, fuel investments in technology that better differentiate its integrated solutions and expand its commitment to better serve customers.

Syneos Health Clinique Inc. (“**Syneos Health**” or the “**Company**”) is a subsidiary of Syneos Health, Inc. The Company provides early phase clinical trial services as well as laboratory services. Specifically, with respect to its early phase services, Syneos Health Clinique, Inc. conducts early phase clinical trials at its clinical facility, serving as the site and principal investigator of the study. Such trials can include first-in-human studies in healthy volunteers or special populations, bioavailability/bioequivalence studies, and drug-drug interactions, among others. With respect to its laboratory services for non-clinical studies, Syneos Health Clinique, Inc. performs bioanalytical lab sample analysis.

Risk Assessment

The Company has assessed the risks that may arise under the Supply Chains Act in its industry, its business activities, and its supply chain. Syneos Health is a services organization supporting the biopharmaceutical industry. Our International Human Rights Policy and the employment standards specified in that policy apply to workers whether they are employed by or contracted to support Syneos Health. We believe that the risk of modern slavery in our workforce is relatively low because we are not directly involved with some of the areas of greatest potential risk of forced labour such as low-skilled, seasonal, and migrant workers. Our employees and contractors are largely professionals or para-professionals with some level of medical or scientific training. That said, we must continue to be vigilant as to the risks of modern slavery in our business and our supply chain as it expands and evolves.

Policy Framework

Syneos Health is committed to supporting the protection of human rights globally, including in relation to modern slavery and human trafficking, both in our work environment and within our supply chain. Accordingly, the management of human rights risk and its impact on our business operations is embedded into existing management systems and processes.

- Our International Human Rights Policy affirms the Company's prohibition against the use of forced or coerced labor and trafficked labor throughout its global operations and supply chain. The Company's policy concerning the employment of children and young workers aligns with the International Labor Organization's child labor and minimum age standards. The policy includes specific provisions concerning child abuse, prohibitions against the use of child labor in the Company's business operations, and other protections for children related to the services the Company provides to customers.
- Syneos Health's [Code of Business Conduct and Ethics](#), available in English and 11 other languages, sets forth the Company's expectations regarding ethical and responsible business conduct, including standards relating to fair treatment and diversity, protections against harassment and bullying, and our prohibition against the use of child and trafficked labor.
- We promote a speak-up culture. In accordance with the Company's [Speak-Up Policy](#), available in English and 11 other languages, Syneos Health employees are required to promptly report any known or suspected violation of Syneos Health's Code of Business Conduct and Ethics or other illegal or unethical behavior or business practice.
- Syneos Health has various established mechanisms to report compliance and ethical concerns, including the [Business Ethics Helpline](#), which contains a designated category for reporting Human Rights Abuses. Any good faith concern, including those relating to compulsory labor, human trafficking or child labor laws, can be raised internally or via the Company's Business Ethics Helpline without fear of retaliation in accordance with our Speak-Up Policy.
- The suppliers we qualify through our vendor qualification process are required to adhere to the principles of Syneos Health's [Supplier Code of Conduct](#), including operating their facilities and conducting employee relations in an ethical manner and honoring the principles of internationally recognized human rights, including laws and regulations relating to compensation, overtime, benefits, work hours, health and safety, and preventing the use of child labor and any form of forced or compulsory labor. Such suppliers are expected to require their third-party providers to comply with the principles set forth in Syneos Health's Supplier Code of Conduct. Suppliers can report any suspected compliance or ethics concerns regarding Syneos Health via the [Business Ethics Helpline](#).

Training and Awareness

Our officers, directors, employees, and independent contractors (on a risk basis) are required to periodically review and affirm compliance with the Company's Code of Business Conduct and Ethics and associated corporate policies, including the International Human Rights Policy. All employees, temporary employees and independent contractors (on a risk basis) are also required to complete mandatory annual training which includes a forced labour and child labour component.

Supply Chain and Due Diligence Processes

Syneos Health engages a diverse array of suppliers globally for the supply of goods and services. In furtherance of preventing human rights violations in the Company's business and supply chain, the Company conducts reasonable, risk-based due diligence on its suppliers to assess employment and human rights practices with respect to child labor and forced or coerced labor. All potential suppliers that are vetted through our vendor qualification process are required to answer a questionnaire which includes questions on their practices with respect to human rights.

Syneos Health reserves the right, to the extent permitted by law and contractual provisions governing termination rights, to terminate relationships with suppliers and other third parties who conduct business contrary to the standards set forth in Syneos Health's Code of Business Conduct and Ethics or Supplier Code of Conduct.

Remediation Measures

Syneos Health recognizes that any forced labour or child labour found in an organization's business or supply chain should be addressed on a first priority basis. To date, we have not identified any instances of forced labour or child labour in our business or supply chain, therefore, no remediation measures have been necessary.

Syneos Health also recognizes that any remediation measures have the potential to result in loss of income to vulnerable persons, such as migrant labourers, unskilled labourers, women, and children. As we have not discovered any instances of modern slavery in our business and supply chain, we have not had to take any remediation measures that would have led to loss of income to the most vulnerable families.

Assessing Effectiveness

Syneos Health regularly reviews its International Human Rights Policy, Code of Business Conduct and Ethics and Supplier Code of Conduct to ensure they are effective tools in our commitment to preventing and reducing forced labour and child labour in our business and supply chain. We also track the number of employees who successfully complete the mandatory annual training, which requires a certain score to be achieved by participants.

This report is made by Syneos Health Clinique Inc. pursuant to section 11 of the Supply Chains Act,

and covers the financial year ended 31 December 2024.

This report was approved by the Board of Directors of Syneos Health Clinique Inc. pursuant to paragraph 11(4)(a) of the Supply Chains Act on May 7, 2025.

In accordance with the requirements of the Supply Chains Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Douglas Britt
Director Syneos Health Clinique Inc.

May 15, 2025

I have the authority to bind Syneos Health
Clinique Inc.