

Dermatica LTD Modern Slavery Statement

This statement has been published in accordance with the Modern Slavery Act 2015. The statement sets out the steps taken by Dermatica Ltd to prevent modern slavery and human trafficking in our business and supply chains.

Dermatica is committed to acting ethically and with integrity in all of its dealings and business relationships. We are dedicated to putting in place robust systems and controls to prevent and detect modern slavery and human trafficking across our business and supply chains.

Who we are

Dermatica is a technology-led healthcare company with a vision to make high-quality healthcare more accessible, helping people live healthier, longer lives.

Powered by technology and supported by a world-leading, vertically integrated network of clinicians and pharmacies, Dermatica is able to distribute prescribed skincare to millions of people.

We serve hundreds of thousands of patients across the UK with tailored consultations and personalised prescription services that help people treat a wide range of conditions and improve their quality of life.

We have offices in London and Leamington Spa (our UK distribution centre). Our workforce is made up of permanent employees, temporary agency workers, and a number of specialist contractors. Where we engage agency workers, we carry out appropriate due diligence and compliance checks before entering into contractual relationships.

Our Executive Leadership Team has overall responsibility for ensuring the business complies with its legal and ethical obligations. The People, Legal and Operations teams have primary and day-to-day responsibility for implementing our approach to modern slavery, monitoring its effectiveness, and ensuring our internal controls and procedures are effective in countering modern slavery and human trafficking.

Our supply chain

We source pharmaceutical ingredients, cosmetic compounds, and packaging materials from suppliers across the UK and internationally. Our supply chain primarily includes licensed pharmaceutical wholesalers and manufacturers, skincare and cosmetic contract manufacturers, packaging and labelling suppliers, couriers and last-mile delivery providers, and facility management and professional services providers.

The indirect supply chain includes services and products that are not for resale; instead they support our fulfilment operations, pharmacies, and offices. These services may include courier and logistics services, technology infrastructure, warehousing, maintenance, and professional services such as auditing, consulting, and brand management.

While a number of our supplier relationships are UK-based, we do source certain ingredients and materials internationally. In addition, some of our UK-based wholesalers may procure ingredients from international markets, meaning our supply chain exposure extends beyond our direct contractual relationships. We recognise that labour practices and regulatory oversight at these deeper supply chain tiers can be harder to verify, and we take this into account in our risk assessment approach. All purchases and contracts are completed and approved by the relevant business owner.

Awareness on modern slavery and human trafficking

Employees and contractors are required to be familiar with what modern slavery and human trafficking are, be able to raise awareness of both issues internally and externally, and recognise their role in identifying and reporting any concerns.

Risk management actions taken to prevent modern slavery

Recruitment practices

Dermatica is committed to fair and transparent recruitment practices designed to prevent forced or compelled labour proactively.

We conduct right to work checks for all employees prior to commencement of employment. We engage contract staff through agencies with high compliance standards.

Supplier management

We hold ourselves and our suppliers to the highest standards of ethical conduct, and we seek to work only with suppliers and contractors who demonstrate a genuine commitment to those standards in their own operations.

We manage supplier relationships through a process that is designed to identify and address modern slavery and human trafficking risk across our supply chains.

Our direct clinical and prescribing operations carry lower inherent risk due to their regulated nature and oversight by bodies including the GPhC and CQC. The sourcing of pharmaceutical ingredients and cosmetic compounds through international manufacturers, however, presents more significant supply chain exposure, particularly where labour practices and regulatory oversight are less easily verified. Logistics, last-mile delivery, and the use of outsourced or agency labour remain active areas of risk monitoring.

Our risk management strategy is reviewed and updated on a regular basis, where emerging risks or findings require it.

Reporting concerns

Any person, whether employee, contractor, supplier, or member of the general public, who has a concern about modern slavery connected to our operations is encouraged to report it.

Approval

This statement has been approved by the Board of Directors and signed by a Director on behalf of the company.

Stuart Peak ,
Chief Executive Officer

This statement covers the financial year from 1 January 2025 to 31 December 2025.

Approved: June 2026