



UK Modern Slavery Statement 2021

Pursuant to section 54(1) of the UK Modern Slavery Act for the financial year ending on 31 December 2021, the following describes new and ongoing steps Moderna is taking to address and prevent modern slavery within our business and our supply chains.

Our Company

Moderna is a biotechnology company pioneering messenger RNA (mRNA) therapeutics and vaccines. Moderna was founded in 2010 in the U.S. Our mission is to deliver on the promise of mRNA science to create a new generation of transformative medicines for patients.

In 2020, in response to the global COVID-19 pandemic, we pursued the rapid manufacture, distribution, and clinical testing of the Moderna COVID-19 Vaccine, Moderna's only commercial product to date. Moderna's ability to rapidly accelerate its manufacturing capabilities in response to COVID-19 allowed Moderna to ship 807 million doses of our COVID-19 vaccine globally in 2021.

Moderna Biotech UK Limited, Moderna's local subsidiary in the UK, was established in 2020. As of December 31, 2021, Moderna had 11 commercial subsidiaries globally, and approximately 2,700 full-time employees worldwide, including 8 employees in the UK.

Our Human Resources Practices

Moderna is committed to creating and ensuring a non-discriminatory and respectful working environment for all its employees worldwide. Moderna recruitment and Human Resources practices are designed to help ensure that all prospective employees are legally entitled to work in the country in which they reside and to help safeguard employees from any abuse or coercion once in our employment.

Our Supply Chain

Moderna's supply chain is comprised of suppliers of good and services: (i) to manufacture, store, and distribute our vaccine, such as raw materials, drug substance, drug products, testing, fill-finish services, warehousing, and transportation; (ii) for our research and development activities, such as clinical research organizations, laboratories, equipment, and supplies; and (iii) to run our business, such as information technology, professional services, sales and marketing, and facilities.

Our Policies in relation to Slavery and Human Trafficking

Moderna has policies in place which aim to minimise the risk of modern slavery or human trafficking and encourage reporting of any related concerns.

The **Code of Business Conduct and Ethics** establishes the minimum standards that are expected from all our employees when conducting business and their day-to-day activities. All directors, officers, and employees are expected to review the Code and acknowledge their understanding on a periodic basis.



The **Human Rights Policy** establishes the obligation of Moderna personnel to report any human rights concerns they may identify in the course of their work responsibilities, including those that may occur in a Moderna service provider or supplier. Our employees must read and acknowledge the Human Rights Policy during their onboarding process.

The **Speak Up Hotline** empowers Moderna's employees and third parties to submit questions or voice concerns about inappropriate, unethical, or illegal behavior. This includes any allegations of modern slavery against our suppliers. Both employees and third parties may choose to submit reports anonymously, where permitted by law. Concerns can be made by via email, phone, online or in-person. The web-based and telephone channels are operated via a third-party vendor. Reports made via the Speak Up hotline are addressed on a case-by-case basis. Moderna prohibits any form of retaliation or intimidation for reporting in good faith. Concerns are investigated and acted on as required.

Our Key Activities in the past 12 months

During the past 12 months, Moderna:

- Assigned responsibility for the management of human rights risks within Moderna's operations and supply chain to the Ethics, Compliance and Privacy Function;
- Expanded our web-based and telephone channels of the Speak Up Hotline to include a reporting telephone line in Europe, and the ability to receive reports in English and five other languages; and
- Established Key Performance Indicators:
 - Training completion for the Code of Conduct by December 31 was 97%.
 - Training completion for the Human Rights Policy by December 31 was 97%.
 - To date, Moderna has not received any reports from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified, either at Moderna or in its supply chain.

Our Commitment for the next 12 months

Moderna understands that tackling modern slavery requires a continuing year-over-year commitment and will continue to conduct due diligence of our supply chain as well as review and improve procedures to help identify and prevent the risks of modern slavery or human trafficking. During the next 12 months, Moderna plans to:

- Ensure key and high-risk suppliers complete a questionnaire prior to doing business with them or before contract renewal. The questionnaire requires suppliers to provide information about their policies on human rights and workplace conditions to ensure these are consistent with our standards.
- Improve the awareness of the UK Modern Slavery Act (2015) by including information during onboarding programs and inform new hires of the appropriate action to take if they suspect a case of slavery or human trafficking.



- Identify roles within Moderna with a potentially higher risk of encountering modern slavery and provide additional training.
- Launch our **Third-Party Code of Business Conduct** documenting our expectations of third parties, such as distributors, consultants, service providers, joint ventures, co-promotion and research or licensing partners with whom we contract. Due diligence is conducted on distributors and agents to identify concerns related to corruption, money laundering, human rights, and other ethical principles prior to signing agreements.
- Ensure the Moderna procurement strategies and contract terms and conditions include references to preventing modern slavery and human trafficking.
- Ensure the **Speak Up Hotline** is enabled to receive reports in all the languages spoken at Moderna affiliates worldwide and incorporate a telephone number for Latin America and Asia Pacific.

This statement has been approved by the board of directors of Moderna Biotech UK Limited.

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Brian Sandstrom
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Brian Sandstrom, Director of Moderna Biotech UK Limited

Date: June 21, 2022