
Slavery and Human Trafficking Statement for the Year Ended December 31, 2020

Syneos Health, Inc. (“Syneos Health[®]”) is committed to furthering the protection and advancement of human rights globally, and supports the elimination of forced and compulsory labor and human trafficking.

Introduction to Syneos Health

Syneos Health[®] is a leading global biopharmaceutical services organization providing end-to-end clinical development and commercial solutions. We offer both standalone and integrated biopharmaceutical solutions ranging from Early Phase (Phase I) clinical trials to the full commercialization of biopharmaceutical products. Our 24,000 employees share knowledge, data, and insights across our clinical and commercial organization to create smarter solutions for customers.

Syneos Health, Inc. is a U.S. company listed on the Nasdaq (SYNH). Its subsidiaries include Syneos Health UK Limited, INC Research Europe Holdings Limited, INC Research Holding Limited, Syneos Health International Limited, Syneos Health Branches Limited, Syneos Health International Holdings Limited, Syneos Health Clinical Development Services Limited, Syneos Health I L.P., Syneos Health II L.P., Chamberlin Communications UK Limited, inVentiv European Holdings Limited, Syneos Health Communications Europe Limited, BioSector2 Limited, Syneos Health Communications UK Limited, Syneos Health IVH UK Limited, Syneos Health Commercial Europe Limited, Syneos Health Holdings UK Limited, Litmus Medical Marketing & Education Limited, Kinapse Limited, all incorporated in England and Wales (collectively “Syneos Health UK”). Syneos Health, Inc., Syneos Health UK and their affiliated and subsidiary companies are collectively referred to as “Syneos Health” in this statement.

Risk Assessment

The Company has assessed the risks that may arise under the UK Modern Slavery Act 2015 (“MSA”) in its industry, its business activities and its supply chain. Syneos Health is a services organization supporting the biopharmaceutical industry. Approximately 24,000 people are employed directly by Syneos Health and we operate in over 60 countries. Additionally, we have contractors who are a vital part of our workforce. Our 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. Although we operate in numerous jurisdictions around the world, 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 under the MSA 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, both in our offices 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 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 was updated in 2020 to include 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](#) 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 [Whistleblower Policy](#), 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 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 or human trafficking, can be raised internally or via the Company's Business Ethics Helpline without fear of retaliation.
- Preferred suppliers 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.

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. Targeted ethics and compliance training is provided to Syneos Health departments that handle the procurement of goods and services and manage suppliers in order to heighten awareness of human rights issues.

Supply Chain

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 certain major suppliers to assess employment and human rights practices with respect to child labor and forced or coerced labor. 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.

This statement is made by Syneos Health, Inc. on behalf of the Syneos Health group of companies, including Syneos Health UK, pursuant to section 54 of the Modern Slavery Act of 2015, covers the financial year ended 31 December 2020 and was approved by the Board of Directors on 3 March, 2021.



Alistair Macdonald
Chief Executive Officer and Director
Syneos Health, Inc.