
Slavery and Human Trafficking Statement for the Year Ended December 31, 2017

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, Inc. is a U.S. company listed on the NASDAQ. Its subsidiaries include INC Research UK Limited, INC Research Europe Holdings Limited, INC Research Holding Limited, INC Research International Limited, INC Research Branches Limited, INC Research International Holdings Limited and INC Research Clinical Development Services Limited, INC Research I Limited Partnership, INC Research II Limited Partnership, Chamberlin Communications UK Limited, inVentiv European Holdings Limited, inVentiv Health Commercial UK Limited, BioSector2 Limited, Chandler Chicco (UK) Limited, PharmaNet Ltd., inVentiv Health Clinical UK Limited, inVentiv Health Commercial Europe Ltd., inVentiv Health Holdings UK Limited, and Litmus Medical Marketing & Education 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.

Syneos Health is a leading global biopharmaceutical services organization providing product development and commercial solutions through our clinical end-to-end contract research organization and contract commercial organization. We offer both standalone and integrated biopharmaceutical solutions ranging from Early Phase (Phase I) clinical trials to the full commercialization of biopharmaceutical products. Our ability to achieve end-to-end solutions is based on our biopharmaceutical acceleration model where we synchronize our clinical and commercial capabilities – sharing knowledge, data, and insights.

Policy Framework

Syneos Health believes in the protection of human rights globally, both in our offices and within our supply chain.

- Our International Human Rights Policy affirms the Company’s position against the use of forced or coerced labor throughout its global operations and supply chain.
- 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. Accordingly, 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.



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- 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

Officers, directors, employees and independent contractors (on a risk basis) are required to annually 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 its 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 2017 and was approved by the Board of Directors on May 24, 2018.



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