

Slavery and Human Trafficking Statement for the Year Ended December 31, 2016

INC Research 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 INC Research

INC Research Holdings, Inc. is a U.S. company listed on the NASDAQ. It is the parent company of INC Research LLC, the affiliates and subsidiaries of which 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, all incorporated in England and Wales. All such entities are collectively referred to as "INC Research" in this statement.

INC Research is a leading global contract research organization ("CRO") providing the full range of Phase I to Phase IV clinical development services for the biopharmaceutical and medical device industries.

Policy Framework

INC Research 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.
- INC Research'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 our Whistleblower Policy, INC Research employees are required to promptly report any known or suspected violation of INC Research's Code of Business Conduct and Ethics or other illegal or unethical behavior or business practice. Accordingly, any good faith concern relating to compulsory labor or human trafficking can be raised internally or via the Company's business ethics hotline without fear of retaliation.
- Preferred suppliers are required to adhere to the principles of INC Research'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 INC Research's Supplier Code of Conduct.

Training

All officers, directors and employees are required annually to 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 INC Research

departments that procure goods and services and manage our suppliers in order to heighten awareness of human rights issues.

Supply Chain

INC Research engages a diverse array of suppliers globally for the supply of goods and services.

In order to seek to prevent human rights violations in our business and supply chain, we have begun conducting 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.

INC Research 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 INC Research's Code of Business Conduct and Ethics or Supplier Code of Conduct.

This statement is made pursuant to section 54 of the Modern Slavery Act of 2015 and covers the financial year ended 31 December 2016.

A handwritten signature in dark ink, consisting of a stylized initial 'A' followed by a long horizontal line.

Alistair Macdonald
Chief Executive Officer and Director