TWIST HEALTH.
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Human Rights Policy Statement

Our public commitment to respect internationally recognised human rights

Document owner	Managing Director
Approved by	Board of Directors, 9 November 2026
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Applies to	Twist Health Limited, its directors, employees, workers and freelancers, and (as an expectation) its suppliers and business partners
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Review	Annually

1. Our commitment

Twist Health Limited respects the human rights of everyone our business touches, our people, the freelancers and suppliers we work with, our clients, the patients and healthcare professionals who use the communications we create, and the communities we live and work in. Human rights are not an add-on to our business; they are part of our purpose to make healthcare communication a positive force in people's lives.

The Board of Directors of Twist Health Limited therefore publicly commits that the company will:

1.1 Respect human rights in line with the UN Guiding Principles on Business and Human Rights

We commit to meeting our responsibility to respect human rights as set out in the **United Nations Guiding Principles on Business and Human Rights (UNGPs)**. This means we will avoid causing or contributing to adverse human rights impacts through our own activities and address such impacts when they occur; seek to prevent or mitigate adverse impacts directly linked to our operations, services or business relationships; carry out proportionate human rights due diligence, including an annual assessment of the human rights impacts of our most significant procurement decisions; and provide for or co-operate in remediation through legitimate processes, including our Stakeholder Grievance Procedure.

1.2 Respect the International Bill of Human Rights

We commit to respecting all the rights set out in the **International Bill of Human Rights**, the **Universal Declaration of Human Rights**, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights. In our business this includes, in particular, the rights to life, liberty and security of person; to freedom from discrimination; to privacy (including the protection of personal and health data); to freedom of opinion and expression; to just and favourable conditions of work; to rest and leisure; to health; and to an adequate standard of living.

1.3 Respect the ILO Declaration on Fundamental Principles and Rights at Work

We commit to respecting the **International Labour Organization Declaration on Fundamental Principles and Rights at Work** and each of its five fundamental principles, in our own workforce and as an expectation of our suppliers:

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- **Freedom of association and the effective recognition of the right to collective bargaining**, our people are free to join a trade union and to be accompanied by a union representative; we do not discourage association.
- **The elimination of all forms of forced or compulsory labour**, everyone who works for or with us does so freely, is paid in full and on time, and may leave on reasonable notice (see our Modern Slavery and Human Trafficking Policy).
- **The effective abolition of child labour**, we do not employ anyone under the school-leaving age and require the same of our suppliers.
- **The elimination of discrimination in respect of employment and occupation**, we recruit, pay, develop and promote on merit and comply fully with the Equality Act 2010 (see our JEDI Statement & Policy).
- **A safe and healthy working environment**, we provide a safe workplace and safe home-working arrangements, risk assessments, first-aid and mental-health support.

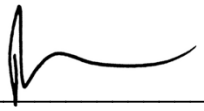
2. Our salient human rights issues

As a UK-based, four-person professional services company with a short supply chain, we have assessed our most salient human rights risks as: (a) fair pay, working hours and wellbeing of our own staff and freelancers; (b) privacy and data protection of the patients, carers and HCPs whose data we handle in research and digital projects; (c) accuracy and non-exploitation in the health communications we produce (the right to health and to information); and (d) labour rights in our supply chain, particularly print and production, IT hardware and facilities services. Our procurement impact assessment, Modern Slavery Policy, Responsible Marketing Principles and data-protection controls address these.

3. How we put this into practice

- This statement is approved by the Board, published on our website and included in the Employee Handbook and supplier onboarding.
- The Managing Director is accountable for human rights; the Head of Data and Operations is responsible for supplier due diligence and data protection.
- Every year we review the actual and potential human rights impacts of at least our three (from year two, five) most significant procurement decisions and act on the findings.
- Anyone, inside or outside the company, can raise a human rights concern through our Grievance Policy (Part C, Stakeholder Grievance Procedure) without fear of retaliation.
- We report on human rights in our annual B Corp Impact Report and review this statement annually.

Approved by the Board of Directors of Twist Health Limited:

Signed: 

Name: Rebecca Sarson-Hoad

Position: Managing Director

Date: 9 November 2026

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