

## **Anti-Slavery and Human Trafficking Statement**

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This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Scientific Laboratory Supplies Ltd (herein known as SLS) has taken and is continuing to take to ensure that slavery or human trafficking is not taking place within our business or supply chain. The term “modern slavery” used in this statement includes slavery, servitude, any type of forced or compulsory labour and human trafficking. SLS has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our approach to Modern Slavery**

SLS is committed to having systems to safeguard against modern slavery existing within our business or supply chain. We have reviewed our operations and our supply chain to assess the risk of modern slavery taking place taking into account a number of factors, including the nature of our activities, their location, the sources from which we are supplied goods or personnel and the risk profile of relevant locations.

SLS has had a long-standing commitment towards ethical, social and environmental responsibility within its business. We comply with all applicable labour laws relating to working terms and conditions, including pay, and we place great emphasis on the fair and equal treatment of all our staff. As part of that commitment, we have corporate and people policies that help us ensure that our business operates in an ethical and responsible way. These include our Corporate Social Responsibility Policy, Anti Bribery & Corruption Policy and Whistleblowing Policy.

We have robust procedures for recruiting and onboarding casual, temporary, part-time, and full-time personnel, underpinned by appropriate provisions in the relevant contractual documentation.

We seek to partner with suppliers that share our values, and we expect our supply chain to operate fair and equitable practices, whereby modern slavery is not tolerated. As part of our supply chain vetting procedures, we assess the ability of the prospective supplier to manage the risk posed by Modern Slavery based on their own policies and procedures.

If we identify a risk of modern slavery within a supplier, we will consider whether we are satisfied that these risks are being appropriately addressed and we reserve the right to refuse to continue to use or appoint any supplier whose operations and/or supply chain fail to meet our requirements.

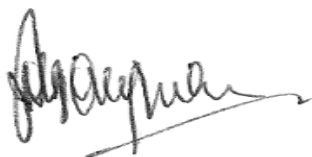
We have a dedicated Purchasing team which, in addition to our Finance team, helps to identify potential risks regarding slavery and human trafficking. Where a supplier is implicated, we will engage with the relevant supplier(s) and implement an appropriate and timely response. This may include the immediate termination of the supply agreement.

### **Future Steps and Continued Commitment**

We will continue to work with our partners to better understand their processes and policies to prevent modern slavery within their organisations and supply chains.

SLS recognises the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout its supply chains, and to continuing to enhance

its capacity to identify, prevent and mitigate any actual or potential impacts in this field. We will continue to assess the effectiveness of the measures we take and we will regularly review and refine our policies and procedures in relation to modern slavery.

A handwritten signature in black ink, appearing to read 'Peter Chapman', with a long horizontal flourish extending to the right.

Peter Chapman  
Managing Director  
Date: 5<sup>th</sup> February 2019