

Modern Slavery Policy Statement

SciQuip has taken steps to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. SciQuip has a zero-tolerance approach to any form of modern slavery and a clear commitment is stated in our Anti-Slavery and Human Trafficking Policy and our Ethical Trading Policy.

Our business

SciQuip supply scientific & laboratory equipment to research, clinical, academic and manufacturing professionals in the UK. Our supplier base is in the UK, Europe, China, USA

We recognise the control of our supply chain is essential. Our product supply base is

China: 5, USA: 2, Europe: 15, UK: 13

To mitigate risks the business has in place a set of policies and processes followed by the team

Our policies

We operate several policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-Slavery and Human Trafficking Policy. The Company has a zero-tolerance approach to modern slavery and is committed to acting ethically, with integrity and transparency in all of our business dealings
2. Equal Opportunities. We operate a policy so that all employees and potential job applicants are treated fairly in pay, terms and conditions of employment, training and development.
3. Health and Safety. This policy strives to further the welfare of our employees, visitors and other persons affected by the organisation's activities.
4. Quality and Environmental Policy. Our policy aims to continually pursue a professional value-added concept and maintain efficient and effective operational control within the business, ensuring continual communication and promotion of the highest standards throughout our operational activities
5. Sustainability Policy. Our policy commits to continuously improve where practical our employee relations, health, development and regularly audit our suppliers to ensure supplier minimum labour standards are met in-line with the International Labour Organisation Conventions on Labour Rights
6. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business without fear of reprisals.

7. Anti-bribery and corruption policy. Our policy emphasises on conducting all our business in an honest and ethical manner.

Our suppliers

SciQuip operates and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery and on-site audits where applicable which include a review of working conditions. Our ethical trading code of practice forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts the code.

In addition to the above, as part of our contract with suppliers, we require they confirm to us the following:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees any prevailing minimum wage applicable within their country of operations
4. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps were taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Signed



Matt Brooksbank
General Manager