

Modern Slavery Statement

In 2024/25, our anti-slavery programme will: continue to support all Pro-Lab Diagnostics staff to understand and respond to modern slavery and human trafficking, and the impact that each, and every individual working in Pro-Lab Diagnostics can have in keeping present and potential future victims of modern slavery and human trafficking safe. Pro-Lab Diagnostics as a business take steps to ensure that modern slavery and human trafficking are not present in our supply chain by means of regular supplier evaluation.

Our Business Approach

Role Responsibilities

Our Board of Directors and Senior Management Team have overall responsibility for ensuring this policy is implemented and complied with. This cross-functional working group are responsible for:

1. Identifying, assessing, and mitigating potential risk areas within the supply chain.
2. Focusing on the highest risk areas and mitigating any identified risks.
3. Identifying and implementing process/policy improvements to drive compliance.
4. Communicating with and training the required employees as well as suppliers.

Policies, Processes & Agreements

We have formal policies already in place that are intended to promote ethical and legally compliant business conduct. Our policies that contribute to this commitment to preventing the violations of human rights include:

Code of Conduct - our business respects fundamental human rights and is committed to the principals set out within the legal regulations.

Whistle Blower – We protect whistle blowers by encouraging openness and support for anyone who raises a genuine concern in good faith. We are committed to ensuring no one suffers from detrimental treatment as a result of reporting their suspicions related to modern slavery.

We review these policies annually to ensure that they have robust processes in place to minimise the risk of modern slavery within our business and supply chain.

Training

We focus on ensuring our management team, at all levels, is not only responsible for abiding by this policy but also know how to address any relevant concerns raised by an employee(s). We train our staff on how to treat others with respect and courtesy, as well as ensure they adhere to our policies and procedures. This is an ongoing due diligence process.

Supply Chain Communications and Control Measures

We acknowledge that we do not have control over the conduct of individuals and organisation within our supply chain. However, we expect the same standard of conduct from all people with whom we have business dealings or act on our behalf. We are continuously working on improving

our processes and agreements, such as revising our supplier and contractor agreements to communicate our zero tolerance for modern slavery.

Policy Breach

If any employee is found to be in breach of this policy, their misconduct will be managed accordingly, up to and including termination of employment. In the event of a supplier or contractor, where modern slavery is substantiated, the business will assess whether it is appropriate for the business relationship to continue and reserves the right to terminate the agreement without notice.

Policy Issue

This policy will be reviewed annually.