



2023 Disclosure
Forced Labour in Canadian Supply Chains 2024
Bio-Rad Laboratories (Canada) Limited

This disclosure by Bio-Rad Laboratories (Canada) Limited (“Bio-Rad Canada”) is made on behalf of itself as the sole entity domiciled and operating in Canada that provides goods or services in Canada. Bio-Rad Canada is one of the Bio-Rad group of companies worldwide, consisting of Bio-Rad Laboratories, Inc. and its subsidiaries (hereinafter, collectively, “Bio-Rad”).

Bio-Rad Laboratories, Inc., a Delaware USA corporation listed on the New York Stock Exchange under the ticker symbols BIO and BIO.B, is a leader in developing, manufacturing, and marketing a broad range of products for the life science research and clinical diagnostics markets. Based in Hercules, California, Bio-Rad operates a global network of research, development, manufacturing, and sales operations with over 8,000 employees and \$2.7 billion in revenues in 2023. Our customers include universities, research institutions, hospitals, food safety and environmental quality laboratories, and biopharmaceutical companies. Together, we develop innovative, high-quality products that advance science and save lives. To learn more, visit bio-rad.com.

In 2023, Bio-Rad Canada was the only Bio-Rad entity operating in Canada, supplying goods and services. Bio-Rad’s Global Supply Chain organization operates worldwide and has responsibility for the manufacturing, procurement and distribution functions that support Bio-Rad Canada.


Bio-Rad’s policy in relation to slavery and human trafficking, as stated in the Bio-Rad Laboratories, Inc. Supplier Code of Conduct implemented worldwide through Bio-Rad’s Global Supply Chain organization, is that all labour employed in the production of its products must be voluntary. Bio-Rad requires that its suppliers do not engage in or support trafficking in human beings. Slave, child, underage, forced, bonded, or indentured labour will not be tolerated by Bio-Rad. Upon the request of Bio-Rad, its suppliers shall certify that they have implemented procedures to ensure compliance with laws on slavery and human trafficking.

Bio-Rad’s Global Supply Chain organization evaluates the risk of slavery and human trafficking in the supply chain and also has procedures to mitigate potential risks. Use of a third-party compliance tool has been initiated to further assist the Global Supply Chain organization in identifying potential supplier risks related to modern-day slavery, employee rights, and employee health and safety practices. Bio-Rad’s Global Supply Chain organization also conducts periodic audits of its principal suppliers.

Bio-Rad makes available to its workforce members, officers, directors, business partners and other third parties (except where prohibited by law) a "helpline" through which concerns or violations of policy or unethical conduct – including those associated with slavery, human

trafficking or other labour abuses – may be reported and further investigated by Bio-Rad. Disclosures made through the helpline are confidential and anonymous. The availability of this communication channel, along with appropriate instructions, is provided to Bio-Rad personnel worldwide in the Bio-Rad Laboratories, Inc. Supplier Code of Conduct and the Bio-Rad Laboratories, Inc. Code of Business Ethics and Conduct.

The Bio-Rad Laboratories, Inc.'s Code of Business Ethics and Conduct states that purchasers engage only those suppliers who comply with all laws regarding human trafficking and slavery. All Bio-Rad employees undergo periodic training on the Bio-Rad Laboratories, Inc. Code of Business Ethics and Conduct. Bio-Rad's Global Supply Chain organization of Bio-Rad Laboratories, Inc. provides periodic training to employees responsible for procurement of materials and services and has undertaken to familiarize certain personnel with identifying slavery and human trafficking issues and mitigating such risks.

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Jennifer Tweet
Director, Bio-Rad Laboratories (Canada) Limited