



## MODERN SLAVERY TRANSPARENCY STATEMENT

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes LGC’s modern slavery and transparency statement for the financial year ending 31 March 2023<sup>1</sup>.

Previous statements from 2016 onwards can be viewed on the [LGC website](#).

### OUR GROUP

LGC is a leading global life science tools company providing mission critical products and solutions for our clinical diagnostics, pharmaceutical and food, beverage and environmental customers. We have around 4,000 colleagues around the world, with the majority based in the US, the UK, Germany, Canada and Ireland.

Our 181 years of scientific heritage, combined with a track record of innovation and value-enhancing acquisitions, has enabled us to build our product portfolio and expertise, and closely collaborate with our customers, industry partners and the global scientific community. We are committed to our purpose - Science for a Safer World.

Our high-quality product portfolio includes tools for genomics and quality assurance applications. With around 47,000 customers, our portfolio is valued for its performance, quality and range. This enables our customers to:

- bring new diagnostics and therapies to market;
- progress research and development;
- optimise food production; and
- monitor and enhance the quality of food, the environment and consumer products.

Typically embedded in our customers’ products and workflows, our tools include critical, controlled components “designed-in” to a customer diagnostic test or process. We also have products that provide our customers with vital quality assurance around the discovery, development and manufacturing of their medicines and diagnostic tests.

We are committed to continually improving our business practices and regularly review our operations and wider supply chain. This includes assessing and minimising risk arising from slavery, servitude, forced and compulsory labour and human trafficking (collectively “modern slavery”).

### OUR POLICIES AND PRACTICES

Our policies and practices reflect our commitment to act with integrity and respect in all our business interactions, this includes minimising the risk of modern slavery in our operations and wider supply chain.

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<sup>1</sup> References to “LGC” in this statement includes LGC Science Group Holdings Limited and all its direct and indirect subsidiaries.

## **Code of Ethics**

Our [Code of Ethics](#) sets out our clear expectation that all colleagues and business partners behave in an ethical and compliant manner. We expect all our colleagues<sup>2</sup> to “do the right thing” and to seek guidance when the “right thing” is not clear. Our Code of Ethics reaffirms our commitment to conduct our business with the highest ethical standards and reiterates the importance of colleagues challenging or reporting any conduct that is not aligned with our values<sup>3</sup>.

## **Supplier Code of Conduct**

Our [Supplier Code of Conduct](#) outlines the standards which we expect our suppliers to follow, including compliance with appropriate policies and procedures, such as those relating to modern slavery. As well as complying with applicable laws and regulations connected with the provision of goods and services, we seek to work with suppliers that share our values in all business transactions. All our suppliers must acknowledge our Supplier Code of Conduct as a condition of doing business with LGC, and all suppliers are contractually obliged to communicate their obligations under the Supplier Code of Conduct to their employees and subcontractors.

## **Equality and Diversity Policy**

Our Equality and Diversity Policy prohibits all forms of discrimination based on age, disability, race, colour, ethnic or national origin, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy, maternity, religion or belief, or any other basis protected by country, state or local regulations. We do not tolerate any form of bullying or harassment in the workplace or in any work-related setting. We also do not tolerate the victimisation of any person making allegations of bullying or harassment in good faith.

## **Whistleblowing procedure**

We actively encourage a culture within which all our colleagues feel empowered to raise concerns about actual or potential misconduct without fear of reprisal. Our external whistleblowing procedure helps colleagues, business partners, and others, to report concerns about the actions of suppliers, managers and colleagues anonymously, and in confidence. This may include concerns of corruption, unethical or illegal action or human rights infractions. All reports are assessed by our Chief Compliance Officer to determine the scope and need for an investigation.

During the financial year ending 31 March 2023, four reports were raised via the external whistleblowing service; on investigation none were found to have identified employee misconduct and none of these reports related to allegations of modern slavery or human trafficking.

## **RISK ASSESSMENT AND DUE DILIGENCE**

Our risk assessment processes indicate that the risk associated with modern slavery across our Group, including in our wider supply chain, continues to be low. This is informed by factors, which include:

- The highly specialised nature of our products and services means that the majority of our suppliers are located in low-risk sectors and countries, predominantly in the UK, EU and the US.
- Where possible, we seek to engage with strategic suppliers through long-term contracts, which enable a greater level of visibility of supplier operations and working practices.

As part of our ongoing activity to identify and mitigate risk, we conduct due diligence, including financial checks on all new suppliers, contractors, sub-contractors, distributors, agents, and customers. These checks help identify and verify that such parties are not involved with, or suspected of, modern slavery,

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<sup>2</sup> “LGC colleagues” include all LGC employees, directors, officers, temporary staff, agency workers, seconded workers, interns and apprentices wherever located and regardless of employment status. It also includes contractors and consultants in the performance of their duties for LGC.

<sup>3</sup> Our values: Passion, Curiosity, Integrity, Brilliance and Respect

bribery, corruption or other unlawful activity. We also use appropriate digital tools for counterparty checking at each stage of the transactional process to ensure LGC continues to comply with applicable laws and regulations when transacting with our partners and customers.

We reserve the right to audit key suppliers through virtual or on-site audits to ensure that they comply with our Supplier Code of Conduct and applicable laws and regulations.

To enhance our visibility of supplier policies and practices, and to facilitate greater control of our supply chain, over the past two years we have implemented the following processes:

- Digital procurement tools, to track supplier sustainability credentials, including adherence with modern slavery and conflict mineral requirements.
- Supplier onboarding assessments, to understand what certifications, policy commitments or statements the supplier has made around responsible or sustainable procurement practices, e.g., relating to conflict minerals, labour management practices and human rights protection. As part of this supplier onboarding process, we also request that all new suppliers acknowledge our Supplier Code of Conduct.
- Review of the environmental, social and governance (ESG) credentials of the main suppliers at each of our major operational sites. This includes assessing whether they have a publicly available code of conduct, which includes a whistleblowing policy, and if they report their ESG performance externally.

## **TRAINING**

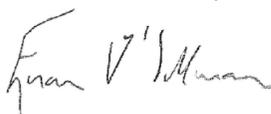
We routinely deliver training on counterparty checking of both customers and suppliers to our colleagues, as informed by our risk assessment processes. We launched compulsory training to all colleagues on anti-bribery and corruption in 2019, and on export controls in May 2020. In 2022, we implemented an updated e-learning course covering our controls to manage anti-bribery and corruption, and further training on data privacy and cybersecurity risk, which were each mandatory for all colleagues. We continue to review on-going compulsory compliance training offered to colleagues to ensure compliance with applicable laws, including those in connection with modern slavery.

## **NEXT STEPS**

While we are not aware of any instance of modern slavery in our business or wider supply chain, our global procurement team will continue to adopt and implement the proactive measures outlined above to minimise the risks associated with modern slavery across LGC.

As our Group continues to grow, we also remain committed to integrating our global policies and procedures that highlight and educate our colleagues and suppliers of the risk of modern slavery. As such, identification and management of modern slavery risk will continue to inform the update of LGC's compliance processes and policies.

This statement has been approved by the Board of LGC Limited, LGC Genomics Limited and our parent company, LGC Science Corporation Limited, in compliance with the Act. It was approved by the Board of LGC Science Corporation Limited on 28 September 2023.



Euan O'Sullivan  
President & Chief Executive Officer of LGC  
19 October 2023