



bioMérieux UK Limited Modern Slavery Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that bioMérieux has taken during the financial year and will continue to take, to prevent modern slavery in its business and supply chains. This statement sets out our commitment and action taken to do our part to eradicate these practices, as well as meet the requirements of the UK Modern Slavery Act 2015.

1 - Introduction to bioMérieux

bioMérieux was founded in 1963 and has had a presence in the United Kingdom since 1989 with just over 100 employees today.

A global leader in *in vitro* diagnostics for over 55 years, bioMérieux has always been driven by a pioneering spirit and unrelenting commitment to improve public health worldwide. Today, in more than 160 countries through 44 subsidiaries with over 13,000 employees and a large network of distributors, bioMérieux provides diagnostic solutions that improve patient health and ensure consumer safety.

Our strategy is based on an international and long-term vision, in order to strengthen our position as a major player in the diagnosis of infectious diseases.

As a major player in the field of *in vitro* diagnostics, bioMérieux's model for development is rooted in its commitment to serve public health. This longstanding commitment creates responsibilities that the company embraces, with a triple focus: responsibility to society, to the workforce and to the environment.

At bioMérieux, we are serious about our responsibilities to the local communities where our sites are located and towards the global community as a partner in public health. Our commitment to the highest quality products, services and ethics is a result of our dedication to these communities.

bioMérieux places particular emphasis on the quality of our human and labour relations.

- We work closely with our social partners, focusing in particular on the areas of health and integration in the workplace.
- We have a strong commitment to developing and maintaining the employment of people with disabilities in our company.
- We are committed to employees' personal and professional development through training to enhance their skills and support them throughout their career.

bioMérieux UK Ltd



We are also dedicated to building a long-term relationship with suppliers, based on a responsible and sustainable approach to purchasing, which is key to our mutual success.

2 - Modern slavery

bioMérieux censures all forms of modern slavery including exploitative child, forced or compulsory labour and requires its partners to respect this principle as well. bioMérieux and its staff are aware of modern slavery. All our employees and partners are requested to report incidents if they find out that someone has done, or may be about to do something that violates this principle.

We have in place robust systems in place to encourage the reporting of concerns and those that are whistleblowers. Ethicspoint is a confidential means of reporting for concerns for all employees.

3 - Policies and contractual controls

At bioMérieux we are committed to meeting high ethical standards and complying with all applicable local, national and international laws wherever we do business which is essential to creating and maintaining a healthy environment for all. Through different steps we have maintained rigorous internal processes to ensure that our employees adhere to the regulations that support good business practices.

Since 2003, bioMérieux is committed to comply with the **10 United Nations Global Compact Principles** stating principles in the area of human rights and labour which encourage businesses worldwide to adopt socially responsible policies.

This commitment is embodied in our bioMérieux Corporate Principles, bioMérieux employment policy as well as in the annual Communication on Progress which covers four main principles of Global Compact :

- **Freedom of association**: businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining ;
- **Labour**: the elimination of all forms of forced and compulsory labour ;
- **Child labour**: the effective abolition of child labour ; and
- **Health and safety**: the elimination of discrimination in respect of employment and occupation.

bioMérieux operates within a framework of principles, policies and procedures that reflect the highest ethical standards. We strive to build long-term relationships with partners who share our commitment to promoting ethical business practices. We have developed the **Business Principles** for our potential partners to ensure that they are aware of the framework under which we operate and to ask them to join us in this commitment.





We engage suppliers in our continuous improvement and our sustainable growth strategy, founded on the protection of the environment, ethics, social progress and fundamental human rights.

Our commitments to and expectations of suppliers are outlined in our *Charter for Responsible Purchasing between bioMérieux and its suppliers*, which has been refreshed to focus on the commitments we hold as essential and reflect the Company's new organization.

In France, bioMérieux was among the first companies to sign the Charter for responsible supplier relations established by the French Government and the CFDA, the association of purchasing managers in France. By adhering to this charter, signatories demonstrate their willingness to apply responsible purchasing practices and maintain trusting relationships with their suppliers, based on the mutual recognition and respect of each other's rights and duties.

bioMérieux also has in place Compliance Officers in each country for issues relating to the implementation of and the compliance with the bioMérieux **Global Code of Conduct**.

The global Ethics and Compliance Program ensures that policies and practices both internally and publicly, are compliant with bioMérieux's commitment to an organizational culture of ethics and integrity. The Global Code of Conduct helps guide employees' choices, actions and behaviours in a complex and diverse global business environment. It establishes policies and procedures that are intended to guide employees and officers in the performance of their duties and responsibilities and ensure compliance with the Company's commitments to ethical and lawful conduct. These rules apply to all employees and officers of bioMérieux, wherever the Company conducts business.

4 - Due diligence of suppliers in the bioMérieux supply chain

All suppliers carrying out services for bioMérieux must have accepted and signed the "Charter for responsible purchasing between bioMérieux and its suppliers" as part of the contract established with them.

This document requests from suppliers (amongst others) to put in place all mechanisms ensuring the avoidance of forced labor, child labor, young workers beyond the age of 18 and imposes a workplace free from harassment and discrimination. It also condones discrimination for any reasons and claims the respect of applicable wage laws, including minimum wages, overtime hours and mandated benefits.

5 - Assessment of Modern Slavery Risk

In addition to the above, we use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chain.

-Use of payroll systems and HR systems with a compensation tool, ensure all employees are paid fairly for their role against the market with external benchmark data. A check is carried every month to confirm everyone is paid that appear on the HR system.





6 - Training

All employees at bioMérieux are trained on the bioMérieux Global Code of Conduct.

Since 2017 we have taken the opportunity to further raise awareness of Modern Slavery across our UK business. Training has been assigned to managers and key staff in the supply chain on how they can identify and assist with the fight against modern slavery.

7 - Further steps taken by bioMérieux globally to prevent Modern Slavery in our supply chains

bioMérieux reinforces controls in its business processes. Our Internal Audit group carries out a program of risk assessment, internal auditing and consultation to ensure stakeholder confidence in our business outcomes and sustainability.

8 - bioMérieux and the Modern Slavery Act

bioMérieux will continue to update its policies and procedures, raise awareness on this important topic and look at how it can address the issue of modern slavery within its business and supply chain. We will continue to work at maintaining appropriate safeguards against any mistreatment of persons involved in our supply chain or own business.

This statement has been approved by the Vice President Clinical Operations, UK & Ireland who manages bioMérieux UK Ltd.

A handwritten signature in black ink, appearing to be "PS", with a long horizontal line extending to the right.

Paul Skingley
VP Clinical
operations
UK & Ireland
March 2024

