

Modern Slavery Statement

Introduction

This statement delineates Lancetech Ltd's initiatives to identify all potential modern slavery risks associated with its operations and to implement measures designed to ensure the absence of slavery or human trafficking within its business and supply networks.

The statement pertains to acts and activities occurring throughout the fiscal year beginning on January 1, 2022, and ending on December 31, 2022... Within the Laboratory Supply sector, we acknowledge our need to adopt a stringent stance against slavery and human trafficking, and we remain committed to this responsibility during the coronavirus epidemic. Our organisation is unequivocally dedicated to eradicating slavery and human trafficking inside its business operations and ensuring that its supply chains are devoid of such practices.

Organisational Structure and Supply Chains

This statement outlines the operations of Lancetech Limited:

We are a self-governing supplier of laboratory apparatus, chemicals, and consumables. We take pleasure in the quality of our goods and the services we offer, ranging from pipettes and petri dishes to cutting-edge laboratory apparatus. Alongside our Lancetech Select consumables and chemical offerings, we collaborate with prominent industry leaders like as Sigma-Aldrich, Becton Dickinson, Eppendorf, Cytiva, DWK Life Sciences, Kimberly-Clark, Sartorius, Taylor Wharton, Thermo Scientific, 3M, and Corning.

Countries of Operation and Supply

We presently operate in the United Kingdom and Ireland, with a distribution hub located in Nottingham and sales/support offices in Hessle, Glasgow, and Lisburn, Northern Ireland.

The below examples illustrate the processes used inside our organisation and its supply chain.

These are consistently evaluated in every study pertaining to slavery or human trafficking:

- a) We guarantee that all our staff possess the legal right to work in the UK, and we retain copies of original documents to verify this. We do not retain or withhold original identification documents of employees or agency workers (documents such as birth certificates, passports, driver's licences, visas, and so on).
- b) We guarantee that any recruiting agency we use does not impose a fee on the agency worker.

- c) We do not engage any minors in employment. All young individuals will undergo a risk assessment of their job prior to the initiation of employment.
- d) We guarantee the absence of violations of our equal opportunities policy.
- e) We uphold the right to freedom of association for all employees, allowing them to join any union they want.

Responsibilities

The responsibility that we have for our anti-slavery actions is delineated as follows:

- a) **Policies:**
The Human Resources Department is tasked with formulating and evaluating policies. The policy development process involves examining existing best practices, obtaining legal counsel as necessary, and tailoring to the Company's requirements.
- b) **Risk Management:**
The GM - Supply Chain and Supply Chain QA will conduct risk analysis using a tiered methodology based on the country of manufacture/operations and external data, including International Trade Union Confederation (ITUC) reports.
- c) **Investigations and Due Diligence:**
The Supply Chain Team is responsible for conducting due diligence for known or suspected cases of modern slavery and human trafficking.
- d) **Training:**
To guarantee a comprehensive grasp of the hazards associated with modern slavery and human trafficking inside our company and supply chains, the Company mandates that all employees acquaint themselves with our policies and complete the relevant Company E-Learning programmes.

Relevant Policies

We implement the following policies that outline our strategy for identifying contemporary slavery threats and the measures to combat slavery and human trafficking inside our operations:

a) Policy on Whistleblowing

We urge all employees, clients, and business associates to report any issues pertaining to the direct operations or supply chains of our organisation. This encompasses all conditions that may lead to an increased risk of slavery or human trafficking. Our whistleblower policy is structured to facilitate disclosures by employees, ensuring protection from adverse repercussions.

b) Policy on Anti-Harassment, Bullying, and Equal Opportunity

These rules delineate the activities and behaviours anticipated by workers when representing and engaging with the firm.

c) **Supplier and Procurement Code of Conduct**

We are dedicated to ensuring our suppliers comply with the highest ethical standards. Suppliers must prove that they ensure safe working conditions, treat employees with dignity and respect, and operate ethically and legally in their labour practices. We collaborate with suppliers to guarantee compliance with the code and enhance their workers' circumstances. Serious breaches of our supplier code of conduct will result in the termination of the business partnership.

Due Diligence

We accomplish due diligence when evaluating potential new suppliers and routinely assess our current suppliers. Our due diligence and evaluations encompass:

- a) analysing the supply chain to evaluate specific product or regional risks associated with modern slavery and human trafficking,
- b) assessing the risks of modern slavery and human trafficking associated with each new supplier using our supplier management protocol,
- c) Regularly reviewing all facets of the supply chain in accordance with supply chain mapping.
- d) Conducting supplier evaluations via our QA supply chain department, with a heightened emphasis on slavery and human trafficking where general risks are identified.
- e) Implementing measures to enhance the practices of substandard suppliers, including offering guidance and mandating the execution of action plans.
- f) Enforcing sanctions against suppliers who do not enhance their performance as per the action plan or who egregiously breach our supplier code of conduct; sanctions may encompass the termination of our business relationship.

Performance Indicators

We have assessed our key performance indicators (KPIs) and consequently, we are mandating that:

- a) all employees complete training on modern slavery by the conclusion of the financial year, and
- b) we are evaluating our current supply chain to ensure that we have assessed risks for all tier one suppliers by the end of the financial year.

This Modern Slavery and Human Trafficking Statement will undergo frequent reviews and updates as required.

The Board of Directors supports this policy statement and is wholly dedicated to its execution. This Modern Slavery and Human Trafficking Statement has been sanctioned and endorsed by our board of directors, who conduct an annual review and updating of the document.

Samsul Islam
Managing Director
Lancetech Limited
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