



MODERN-DAY SLAVERY AND TRAFFICKING STATEMENT

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Jenny Murray Managing Director	Michal Kisiel Quality Manager			

Actions against modern-day slavery and trafficking Statement

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Life Science Group Ltd (LSG) slavery and human trafficking statement for the financial year ending 31 May 2023.

LSG is committed to monitoring their supply chain in order to combat the issues of modern-day slavery and trafficking.

LSG is a global provider of animal and human derived biological material to the Life Science industry. Full information concerning LSG's activities can be found by using the websites www.lifescienceproduction.co.uk and www.antibodyproduction.co.uk.

Life Science Group has a zero tolerance approach to slavery and human trafficking of any kind within both the businesses and supply chain. Our internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

Management

As a company we have always been committed to the highest principles of personal and professional conduct. LSG is led by our Managing Director who is responsible for ensuring that there are satisfactory processes in place for all business issues including supply chain, ethical and modern slavery.

Staff Development

We have provided training to our staff to ensure that they understand the issues surrounding modern-day slavery and trafficking and the risks within the supply chain. All personnel involved in the selection and monitoring of suppliers have been trained to identify potential risks with our suppliers. The areas of high risk have been identified as being:

Serum collection in 3rd countries

Supply of IT equipment

Supply of Furnishings

Our recruitment procedures include mandatory documentation checks to ensure that all employees are over 16 and eligible to work in the UK. As part of our recruitment policies and procedures, when required we only use reputable recruitment firms and comply with all relevant local laws and regulations.

We review market related pay annually.

We implement initiatives to support our personnel physical and mental wellbeing and stress. This includes cycling schemes and employee assistance programmes that provide work/life support services.

Whistleblowing Policy

The LSG whistleblowing policy applies to everyone involved and working within or for LSG. This includes employees, contractors, suppliers or other third parties. This policy provides a secure mechanism for individuals to report issues of concern without fear of retribution or reprisals.

Monitoring our supply chains

Suppliers will be routinely monitored through their responses to supplier questionnaires and their awareness for their activities and, where possible, for key suppliers on site audits will be conducted. We will identify:

- Which of our suppliers are aware of the Modern Day Slavery Act
- Which of our suppliers consider Modern Slavery to be an issue for their business
- Which of our suppliers are taking pro-active action with regards to the Modern Slavery Act and the progress they are making.
- Suppliers will be required to complete certification confirming that they manage their supply chain appropriately in accordance with all current legislation and good practice.

Approved Suppliers

LSG operates an approved supplier system for the supply of raw materials, equipment and services. All critical suppliers are subject to due diligence checks prior to being awarded supplier status and these checks are reviewed on a regular basis. LSG endeavours to form long term relationships with suppliers to ensure business continuity and create mutual trust.

Understanding the Supply Chain

It our understanding that this approach in questioning and investigating our supply chain and monitoring supply chain management will not only increase the awareness of all staff and suppliers to the issues of modern-day slavery and trafficking but will increase the transparency of our supply chain to the benefit of both the company and its customers.

Document history

Created / reviewed	Version	Main changes	Responsible
31.12.2020	01	First version under this number. Previously REF10549	Jenny Murray
26.05.2021	02	Updated financial year from 31.05.2021 to 31.05.2023.	Jenny Murray