

Modern Slavery Policy

Purpose

The purpose of this Modern Slavery Policy is to formally state our zero-tolerance stance towards modern slavery in all of its forms, including slavery, servitude, forced labour and human trafficking, as defined by the Modern Slavery Act 2015. This applies to both our internal business operations and to our wider supply chains, where we expect all individuals and organisations to uphold the same zero-tolerance approach.

Our Responsibilities

We recognise and take seriously our responsibility to prevent modern slavery across our everyday business operations and our supply chains.

Our Senior Management Team takes responsibility for providing adequate resources to uphold the commitments of this policy, participating in reviews of this policy and ensuring that the policy is implemented effectively across the organisation.

All employees of Vickers Laboratories are responsible for complying with this policy, completing mandatory training and reporting any suspicious activity.

Our Commitments

To put this policy into practice, we commit to:

- Performing thorough due diligence checks on each new customer and supplier.
- Conducting regular audits of our key suppliers to identify risks of modern slavery within our supply chains.
- Upholding our confidential whistleblowing procedure and encouraging employees to report any suspicious activity without fear of repercussions.
- Providing staff with regular training on how to recognise and respond to red flags of modern slavery that may become apparent in their everyday tasks.
- Conducting a review of our Modern Slavery Policy at least annually, or upon any changes to legislation or to our business practices
- Terminating employment contracts and business relationships with any employee or organisation found to be engaging in modern slavery.
- Thoroughly investigating any allegations or suspicions of modern slavery and reporting our findings to the appropriate authorities if appropriate.




John Kirkham Technical Manager 01/09/2025



Document Review History

| Date of Revision | Description of change(s) | CNF | Version |
|------------------|--|-----|---------|
| 01/09/2025 | Expanded. Added whistleblowing, policy review, termination of contracts with employees/organisations engaging in modern slavery. | 996 | 4 |

Document Approval

| Version | | Signature | Date |
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