

MODERN SLAVERY STATEMENT

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We fully support the aims of the Modern Slavery Act 2015 (the "Act") and are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

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We are committed to operating free from forced labour, slavery and human trafficking. Therefore we have a zero tolerance approach to forced labour, slavery and human trafficking in any form, in any part of our business or supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Suppliers

IDS is a global in vitro diagnostic business with around 300 employees in a variety of locations engaging with companies worldwide. We apply globally-binding principles to ensure that all persons working for the group of companies behave in an ethical, law-abiding manner and will continue to apply a zero tolerance approach to forced labour, slavery and human trafficking in any form, in our business and supply chain.

As part of our initiative to identify and mitigate risk we have a number of policies in place which act as guiding principles for our employees to enable them to:

- identify and assess potential risk areas in our supply chains;
- monitor potential risk areas in our supply chains; and
- protect whistle blowers.

Our supplier network is complex and we have well established methods of engaging with companies from the initial business and contact carrying out due diligence including but not limited to visiting supplier sites and incorporating contractual clauses which specifically prohibits the violation of fundamental human rights.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff and are committed to promoting the significance of adherence to these principles to all involved in our purchasing and supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2017.

Paul Martin
Finance Director