

MODERN SLAVERY STATEMENT

IDS have a zero-tolerance approach to Modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce systems and controls to ensure Modern Slavery is not taking place within our business and supply chains.

We are committed to ensuring our business is transparent, as such we will comply with the disclosure obligations under the Modern Slavery Act 2015 (the “Act”).

About IDS

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.

IDS Employees

IDS’s recruitment processes are transparent and reviewed regularly. IDS carry out face to face interviews with all directly employed candidates who apply for job opportunities and communicate directly with the individual(s) to be employed in confirming details of any offer made. Robust procedures are in place for the vetting of new employees, to ensure we can confirm correct identities and right to work in their country of employment.

On occasions when IDS uses third parties for the supply of temporary workers, it ensures that it uses reputable recruitment agencies that comply with the requirements of the Modern Slavery Act. Temporary workers have the opportunity to apply for permanent employment when vacancies arise. IDS does not utilise zero hours contracts for any classification of worker.

Supply Chain

IDS 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.

In the event that IDS suspects any slavery and human trafficking by a Supplier, IDS will report such suspicions, provide appropriate information to the relevant authorities. IDS may, as it thinks appropriate in the circumstances, either (i) seek to work with the supplier to address the issues; or (ii) suspend or terminate any associated engagement or business arrangement.

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

As a company, IDS will ensure that its Human Resource and Purchasing teams are fully aware of the requirements of the Act, and engage with suppliers on a continual basis, to monitor how they control and adhere to the Act.

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 2021.

Paul Martin
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