

# Anti-Slavery & Human Trafficking Statement 2021

Lighting the way  
with diagnostics

**Date:** 30/06/2021  
**Subject:** Anti-Slavery & Human Trafficking Statement 2021  
**Issued by:** BMS

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**Document Ref:** SUKBMS-14-279 **Version:** 9.0 **Date:** 27/08/2021 **Classification:** Unrestricted

## ORGANISATION'S STRUCTURE AND BUSINESS

Systemex UK Ltd are a subsidiary of Systemex Corporation currently ranked in the top 10 global in-vitro diagnostic companies. Since its formation in 1991, Systemex UK has grown to become one of the UK's leading diagnostic suppliers with a reputation for high quality products, service and reliability.

Systemex UK Ltd are the distributors and support network for Systemex automated haematology, coagulation, urine analysis and life-science diagnostic analysers, reagents and information systems for laboratories and healthcare facilities within the UK and Ireland.

The board of directors has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations.

## OUR SUPPLY CHAINS

Our Supply Chain is primarily from the EU and USA, we also acquire goods and services locally as required to operate our business, main office and warehouse.

The company's policy is to evaluate and risk assess all Suppliers to assess compliance to the Modern Slavery Act 2015 and the Corporate Compliance Code. The Company may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

## EMPLOYEE ADHERENCE

Systemex UK ensures all employees conduct business with integrity and in a lawful manner and we have a number of policies and procedures which demonstrate our approach:

- Our employment practices are compliant with applicable employment and health and safety legislation and wherever possible we endeavor to exceed our legal obligations. Should we utilise agency staff, we require our supplier(s) to adhere to our supplier Compliance Code which requires suppliers to ensure that there is no modern slavery or human trafficking in their business.
- Compliance Code fully endorsed with a Whistle-blowing service that allows any employee or anyone linked to our organisation to report any suspected incidents.
- Promote a culture where employees raise concerns without fear of recrimination.

All Systemex UK employees are held accountable for adhering to the Systemex Compliance Code in all aspects of business, including dealings with suppliers. Employees are trained on specific responsibilities regarding the corporate social responsibility and labor standards.

Any employee who breaches this policy will face disciplinary action, up to and including summary dismissal for gross misconduct.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Anti-slavery and Human Trafficking Policy reflects our commitment to act ethically and with integrity in all our business relationships and informs all parties how to report any relevant concerns.

## OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

The below statement details the steps we have taken throughout the financial year and an evaluation of our progress.

Year	2020	Performance Indicator
Quarter 1	<b>Training &amp; Awareness</b> Continued use of E-Learning platforms to train new and existing employees on the requirements of the Modern Slavery Act.	<b>100% Achievement - Employees trained and passed internal online testing.</b>
Quarter 2 and Quarter 3	<b>Supplier Risk Assessment</b> Work with Internal and External stakeholders to implement enhanced procedures for high risk industries such as hospitality and travel.	<b>100% Achievement of new Supplier Approval system enhancements - Full review and signoff of adapted processes.</b>
Quarter 4	<b>Audits</b> Conduct compliance audits in line with company policy and procedures	<b>100% Compliance Audit Result</b>

The statement is made pursuant to the Modern Slavery Act 2015 and constitutes our organization’s slavery and human trafficking statement for the current financial year.

## FUTURE ACTIONS

Year	2021	Performance Indicator
Quarter 1	<p><b>Training &amp; Awareness</b> Maintain effective and continued focus on employee awareness of how we expect employees to conduct business responsibly.</p>	<p><b>New training material produced with 100% achievement.</b></p>
Quarter 2	<p><b>Supplier Risk Assessment</b> Further develop existing checklists, pre-qualification questionnaires ensuring good practices are being met, particularly in industries where there is heightened risk.</p>	<p><b>Expanded Pre-qualification Questionnaires produced for specific industries ready to embed in supplier approval system, will be online by November 2021.</b></p>
Quarter 3	<p><b>Supplier Planning</b> Review processes and supplier planning, including in relation to modern slavery following the COVID-19 pandemic.</p>	<p><b>Supplier Planning Report. Scheduled for September 2021</b></p>
Quarter 4	<p><b>Audits</b> Implemented follow-up audits for key suppliers identified as having a higher risk of exposure to modern slavery</p>	<p><b>Audits completed with 100% compliance.</b></p>