

Anti-Slavery & Human Trafficking Statement

April 2023 – March 2024

Lighting the way
with diagnostics

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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 table details the steps we have taken throughout the past financial year, and an evaluation of our progress.

Year	2022	Performance Indicator
Quarter 1	<p>General training and awareness Further expand the training of staff on the Modern Slavery Act 2015 to ensure awareness of the appropriate action to take if they suspect a case of slavery or human trafficking.</p>	<p>All staff completed 'Ethics & Code of Conduct' training with 100% achievement.</p>
Quarters 2 and 3	<p>Specific training and awareness Ensure that staff involved in procurement and human resources receive specific training, that is relevant to their departments, on modern slavery and ethical employment practices.</p>	<p>New training material produced and delivered to both human resources and procurement departments with 100% achievement.</p>
	<p>Supplier Audits Conduct follow up audits of a sample of existing suppliers which have been identified as posing a medium to high risk of exposure to modern slavery. Risk is based on the level of spend and location/sectors where instances of modern slavery are more likely to be prevalent.</p>	<p>Two supplier audits completed with 100% compliance.</p>
Quarter 4	<p>Audits Continue to:</p> <ul style="list-style-type: none"> review the effectiveness of our approach to reducing the risk of modern slavery identify, monitor and assess any risk areas identified in our supply chain and address these risks as appropriate. 	<p>Audit completed with 100% compliance.</p>

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

FUTURE ACTIONS

The below table details the steps we plan to take throughout the next financial year.

To be completed by:	Action	Performance Indicator
Quarter 1	<p>Supporting processes Identify internal processes that are relevant to the prevention of Modern Slavery and review to ensure compliance with Modern Slavery Act 2015 and values of Sysmex UK.</p>	<p>Documents to be reviewed, and any required amendments made, to ensure 100% compliance.</p>
Quarter 2	<p>Supplier Audits Conduct follow up audits of a sample of existing suppliers which have been identified as posing a medium to high risk of exposure to modern slavery. Note that risk is based on the level of spend and location/industry sectors where instances of modern slavery are more likely to be prevalent.</p>	<p>Audits to be completed with 100% compliance. Target of 3 completed supplier audits.</p>
Quarter 3	<p>Training Create a training module specifically on Modern Slavery on Sysmex internal training platform. It will be rolled out to all employees and will be included on all future employee inductions.</p>	<p>New training material to be produced with 100% achievement.</p>
Quarter 4	<p>Audits Continue to:</p> <ul style="list-style-type: none"> review the effectiveness of our approach to reducing the risk of modern slavery identify, monitor and assess any risk areas identified in our supply chain and address these risks as appropriate. 	<p>Audits to be completed with 100% compliance.</p>