



EUROFINS SCIENTIFIC S.E. STATEMENT ON MEASURES UNDERTAKEN TO PREVENT SLAVERY AND HUMAN TRAFFICKING IN OUR ORGANISATION AND SUPPLY CHAIN

For the financial year ending 31 December 2019



1. INTRODUCTION

This statement is made, among other purposes, pursuant to section 54 of the UK Modern Slavery Act 2015 and other national and international rules and recommendations on behalf of Eurofins Scientific S.E. It explains the steps Eurofins has taken during the financial year ending 31 December 2019 to ensure that slavery and human trafficking is not taking place in our organisation and our supply chains.

This statement is consistent with the Eurofins Group Code of Ethics as well as our core commitment to behave ethically and with integrity in all our business activities.

This statement is published at:

<https://www.eurofins.com/about-us/corporate-sustainability/governance/eurofins-core-compliance-documents/>.

2. OUR ORGANISATION

Eurofins Scientific S.E. is an international group of life sciences companies with over 47,000 staff across a network of more than 900 independent companies in over 50 countries and operating more than 800 laboratories, which provides a unique range of analytical testing services to clients across multiple industries.

We believe we are a world leader in food, environmental, pharmaceutical and cosmetic products testing and in agro-science CRO services. We are also one of the global independent market leaders in certain testing and laboratory services for genomics, discovery pharmacology, forensics, CDMO, advanced material sciences and in the support of clinical studies. In addition, we are one of the leading global emerging players in esoteric clinical diagnostic testing.

We undertake 400 million tests each year to evaluate the safety, identity, composition, authenticity, origin, traceability and purity of biological substances and products as well as provide innovative clinical diagnostic testing services. Our objective is to provide customers with high-quality and innovative services, accurate results on time and, when requested, expert advice by its highly-qualified staff.

For more information about our company, its organisational structure and Group relationships, please see our [Annual Report](#).

3. OUR ASSESSMENT OF MODERN SLAVERY RISK

The nature of Eurofins business requires engagement of highly-skilled staff, whether office, laboratory, auditor, inspector or other. It means that we do not perceive a systemically high modern slavery risk in our own operations.

At the same time, we recognise that the risk of modern slavery exists, in various ways, in all countries and sectors and across supply chains. Therefore, we take steps to understand and address this risk in our own operations as well as our supply chains.

4. OUR COMMITMENTS, POLICIES AND CONTROLS

We at Eurofins have a zero tolerance approach to any form of human abuse and exploitation, be it slavery, servitude, forced or compulsory labour, whether adult or child, as well as human trafficking. We are committed to creating and enforcing effective systems and controls to safeguard against any form of modern slavery, which could potentially be taking place within Eurofins business or our supply chains. We expect all those within our business and supply chains to adhere to the same principles and commitments.

Eurofins has long undertaken to respect, promote and realise, in good faith and in accordance with applicable international,¹ regional² and national³ regulations, the four [Fundamental Principles and Rights at Work](#):

¹ Such as the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the United Nations Conventions on the Elimination of All Forms of Discrimination against Women and on the Rights of the Child, the Right to Organise and Collective Bargaining Convention, the Slavery Convention as well as other international laws, conventions and custom addressing slavery, slavery-like practices and forced labour

² Such as the European Convention for the Protection of Human Rights and Fundamental Freedoms, the Charter of Fundamental Rights of the European Union, the European Social Charter, the Council of Europe Convention on Action against Trafficking in Human Beings as well as other regional treaties and agreements addressing slavery, slavery-like practices and forced labour.

³ Including but not limited to the UK Modern Slavery Act of 2015.



- freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced or compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

We also making significant efforts to support a number of the [17 UN Sustainable Development Goals](#), including [Goal 8: Decent Work and Economic Growth](#).

Throughout 2019, we continued implementing measures to uphold our undertakings.

In particular, a number of important policies and reinforced procedures were developed and implemented to complement the core provisions of the [Eurofins Group Code of Ethics](#), namely:

- Eurofins Group Equal Opportunities and Fair Employment Policy;
- Eurofins Group Health and Safety Policy;
- Eurofins Group Supplier Code of Ethics;
- Eurofins Whistleblowing Guidelines and reinforced procedures.

EUROFINS GROUP EQUAL OPPORTUNITIES AND FAIR EMPLOYMENT POLICY

As a global leader in Testing for Life, with a workforce of more than 47,000 staff working at sites located in more than 50 countries worldwide, we are fortunate to have an incredibly diverse workforce. We value and promote a workplace that is inclusive and fair and which fosters respect for all employees, customers and business partners.

The [Eurofins Group Equal Opportunities and Fair Employment Policy](#) was adopted to set forth Group-wide minimum standards for equal treatment, which also works to combat any form of threats, acts of violence, abusive behaviour or intimidation. Where standards defined in the Group Policy are more stringent than applicable local law, the standards of the Policy shall apply. We believe that any person working for any Eurofins company deserves the same basic level of protection against discrimination, harassment or abusive behaviour, irrespective of where she or he is working.

EUROFINS GROUP HEALTH AND SAFETY POLICY

We are naturally committed to providing a safe working environment as well as safe and suitable environment for all those present at our premises. The [Eurofins Group Health and Safety Policy](#) was adopted to that end to extend the relevant high-level provisions of the Eurofins Group Code of Ethics.

The Policy addresses an array of important health- and safety-related topics, such as safe use of laboratory and office equipment, fire safety, accidents in the work place, sickness as well as national health alerts. We promote and encourage a culture where health and safety issues will be addressed immediately, and work will be stopped when it is unsafe.

EUROFINS GROUP SUPPLIER CODE OF ETHICS

We adopted the [Eurofins Group Supplier Code of Ethics](#) to summarise the core elements of the Group Code of Ethics in a format that specifically addresses all our suppliers. It provides the suppliers with an overview of how Eurofins understands compliance and how this affects doing business with us.

A separate section in the Code is devoted to slavery, human trafficking and human rights, and the suppliers are specifically required to comply with the Modern Slavery Act as well as with all other applicable local laws relating to forced and child labour, wages and benefits, and freedom of movement and association. Where such local laws are of a lower standard than the International Labour Organisation's (ILO) principles and standards (where applicable), we require that our suppliers comply with the ILO principles and standards as basic requirements.

Adequate procedures to ensure our suppliers are not directly or indirectly, through their supply chains, involved in any slavery or human trafficking or any other form of human rights abuse must be established, and we intend to verify those periodically in the course of our business.

The Eurofins Group Supplier Code of Ethics will be incorporated into the General Terms of Purchasing by reference, and every supplier shall commit to complying with the principles set forth in this Code in each business relationship with the Group. Our direct suppliers will have to ensure that any sub-contractors, agents or third parties engaged by them in support of Eurofins' business also comply with the principles set out in this Code.



OUR APPROACH TO WHISTLEBLOWING

Eurofins has available a point of contact for reporting concerns about any form of malpractice or wrongdoing, including any modern slavery concerns, in any Eurofins company ("[Whistleblowing Contact](#)"). The Whistleblowing Contact is monitored by an independent external legal counsel to ensure confidentiality and to operate at the highest level of trust. The reporting line is available for all Eurofins employees, contractors as well as external stakeholders, such as customers, suppliers or other third parties, on a 24/7 basis. Reports can be made in their native language.

We strongly encourage any person, who has genuine concerns about any form of malpractice or wrongdoing in any Eurofins company, to raise those concerns, at the earliest stage possible, to maximise the opportunity for addressing and correcting inappropriate conduct and actions that are not in line with our values or the Eurofins Group Code of Ethics or applicable laws. Eurofins takes whistleblowers' reports very seriously and has established robust procedures that ensure the independent assessment of, and response to, such reports. We also committed to providing protection against any detrimental treatment by Eurofins on the grounds that an individual has disclosed a concern in accordance with our procedures.

Any concern, which is reported and found to be substantiated, will be followed by appropriate remedial actions (including disciplinary measures, termination of contract, reviewing our policies and procedures, as may be relevant).

For further information and more specific guidance on whistleblowing, please see the [Eurofins Group Whistleblowing Guidelines](#).

Training. In 2019, the Group Compliance function developed new interactive training on the Eurofins Group Code of Ethics that addresses, among others, such important topics as support for human rights, prohibition of slavery, forced or compulsory labour, whether adult or child, fair treatment and non-discrimination. For the first time, such training will be assigned to most Eurofins employees globally and will be mandatory, made available via our e-learning platform, as an in-class and self-training. Upon completion of the training, employees will be taking an assessment and signing a declaration to confirm their commitment to always act ethically and in compliance with applicable laws, regulations, the Eurofins Group Code of Ethics and other policies.

The training foresees annual refresher and will also be provided to any Eurofins newcomer.

5. OTHER EFFORTS

In addition to the above steps, we continuously support the efforts of a number of international organisations such as [Plan International](#), whose objective is to alleviate child poverty, [ProGreff](#), an organisation dedicated to research to improve organ transplants, [UNICEF](#), whose mission is to enhance children's rights, their development and survival and a number of international charities and NGOs through the Eurofins Foundation. For more specific information on this topic, please visit our [website](#).

Beyond the Group's contributions, many Eurofins subsidiaries and laboratories engage in social activities locally and donate to charitable organisations independently, over and above those undertaken at Group level.

Dr. Gilles Martin

CEO, Director of Eurofins Scientific S.E.

Approval for this Statement

Approved by the Board of Directors of Eurofins Scientific S.E. on 2 October 2020

