

# Modern Slavery and Human Trafficking Statement

## Introduction

BBI espouses the value of ensuring a world where everyone has the opportunity for a better quality of life. In line with this value, we are committed to policies which support the eradication of slavery and human trafficking.

This statement sets out our commitment to supporting our stakeholders, customers, employees and supply chain to eradicate slavery and human trafficking globally.

## 1. Organisation Structure and Supply Chain

### Our Business

BBI Solutions Group Limited and its subsidiaries offer a portfolio of products and services that provide diagnostic, healthcare, research, defence and food industries globally. We have manufacturing facilities in the UK, European Union, USA, Canada and South Africa.

BBI is committed to conducting its business in an ethical and socially responsible manner. We expect similar principled conduct from those with whom we have commercial dealings.

### Our Supply Chain

Our supply chain includes direct and indirect suppliers, predominantly, in Europe, North America and Australasia.

Risk Assessment and Management:

Our approach to risk assessing our supply chain is based on a number of factors, including:

- Size of the spend with the supplier
- Location
- Labour practices
- Code of conduct and compliance

We have a supplier management organisation to oversee procurement globally. Procedures are in place for the onboarding and control of all suppliers.

## 2. Our Policy on Modern Slavery and Human Trafficking

We are committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business.

BBI strictly prohibits the use of slave labour and any engagement in human trafficking. We require all suppliers to acknowledge and comply with our stance. BBI requires that our entire supply chain conduct business in a manner that respects human rights.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update these policies.

### **3. Due Diligence Process**

As part of our process to identify and mitigate risk, we ensure that we:

- Identify, assess and monitor potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chain
- Protect whistle blowers

We continuously review our workplace policies and procedures to ensure their effectiveness. These policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure, as far as practicable, that slavery and human trafficking is not taking place anywhere in our supply chain. We make it a contractual requirement for our suppliers to comply with our policies.

If any supplier is unwilling or unable to comply with our supplier standards, including those regarding slavery and human trafficking, we take appropriate action. This may include the cancellation of purchase orders or contracts as well as alerting local authorities of any confirmed or suspected illegal activity.

### **4. Risk Assessment and Management**

As part of our Supply Chain risk management process we continuously assess, mitigate and monitor our supply base regarding the potential presence of slavery and human trafficking at our vendors and partners. BBI vets key suppliers and sends out supplier questionnaires and collates data on our supply chain. This data is then risk assessed through an internal risk register with risk mitigation actions implemented, where applicable. BBI additionally monitors key KPIs and reviews on these on a regular basis. The BBI supplier code of conduct specifically includes a section on Human Rights to highlight the working standards required. BBI make compliance with our supplier code of conduct a contractual requirement in all our contracts with suppliers.

### **5. Key Performance Indicators**

We use the following KPIs to measure our effectiveness in preventing slavery and human trafficking in our supply chain:


- 100% of buyers trained on Sustainable Procurement
- 70% Responses to the Supplier Code of Conduct Questionnaire (the suppliers that represent 80% of BBI annual spend)
- To eliminate entirely the use of operations and suppliers who are identified at significant risk for incidents of forced, compulsory and/or child labour.

## 6. Training

All BBI employees with direct responsibility for supply chain management are trained in ethical procurement.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and throughout our business, provide training to our staff. We will also require our business partners to provide training to their staff, suppliers and providers.

Signature:

A handwritten signature in black ink, appearing to read 'Mario Gualano', written over a horizontal line.

Mario Gualano, CEO

Date: 5<sup>th</sup> Dec 2024

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK) and constitutes the BBI Solutions Group Limited Slavery and Human Trafficking Statement for the financial year ending 31 December 2024.*