

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 devising, reviewing and acting in accordance with policies which support the eradication of slavery and human trafficking. This statement sets out our aims for the future and details our commitment to supporting our stakeholders, customers, employees and supply chain to eradicate slavery and human trafficking globally.

Our Business

BBI Group offer a portfolio of products and services that provide diagnostic, healthcare, research, defence and food industries globally. BBI is committed to conducting its business in an ethical, legal 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. Our global spend on suppliers is circa £30 million per annum and is mainly centred in Europe and north America.

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

- Size of company
- Location
- Labour practices
- Code of conduct and compliance

We have in place a global supplier management organisation to manage group procurement and supplier management. We train our staff in ethical procurement and have appropriate procedures in place for the approval and appointment of new suppliers.

Our Policy on Modern Slavery and Human Trafficking

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

We will continuously review our workplace policies and procedures to evaluate and ensure their effectiveness in identifying and tackling modern slavery issues. 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.

Due Diligence Process

As part of our initiative to identify and mitigate risk, we are putting in place systems to:

- 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

Supplier Adherence to our Values

Our Supplier Code of Conduct has recently been published and will apply to all suppliers. BBI pursues a responsible sourcing policy consistent with its own business ethics and the 10 principles of the UN Global Compact.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and throughout our business, we will provide training to our staff. We will also require our business partners to provide training to their staff, suppliers and providers. During financial year 2017 we will commence using e-learning solutions covering a number of initiatives. Awareness training for employees on modern slavery and human trafficking will be rolled out as part of this during 2017.

BBI Group strictly prohibits the use of slave labour and 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 are now implementing our own supplier due-diligence programme that includes specific questions related to slave labour and human trafficking. We will engage with our entire supply chain and will continue to drive compliance throughout our supply base.

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

All BBI employees with direct responsibility for supply chain management will be trained in ethics and compliance.

Actions to be completed during 2017:

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chain we intend to take the following further steps in the next 12 months:

Publish our Anti-Modern Slavery and Human Trafficking Policy

Publish our Code of Conduct

Publish our Whistleblowing Policy

Train all UK staff against the above policies

Publish our Supplier Code of Conduct

Complete a Supply Chain mapping exercise to facilitate risk assessments

Implement a Supply Chain Due Diligence system

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (UK) and the Trafficking Victims and constitutes BBI Group's slavery and human trafficking statement for the financial year ending April 2017.