



# Modern slavery policy

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Sterilab Services has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Sterilab Services has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or supply chain.

## Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the way we behave as Sterilab Services and how we expect our employees and suppliers to act.

## Suppliers

Mornington 2000LLP trading as Sterilab Services operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. UK based suppliers - pay their employees at least the national minimum wage.
4. For international suppliers- pay their employees any prevailing minimum wage.
5. We may terminate the contract at any time should any instances of modern slavery come to light.

Adherence to local and national laws

Freedom of workers to terminate employment.

Freedom of movement.

Freedom of association.

Prohibits any threat of violence, harassment, and intimidation.

Prohibits the use of worker-paid recruitment fees.

Prohibits compulsory overtime.

Prohibits child labour.

Prohibits discrimination.

Prohibits confiscation of workers original identification documents.

Provides access to remedy, compensation and justice for victims of modern slavery.

#### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

#### Approval for this statement

This statement was approved by the Board of Directors on 11 November 2016

Trevor Frizelle

