

Microbiosensor Modern Slavery and Human Trafficking Statement

Introduction

Microbiosensor Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational Structure

Microbiosensor Limited is a private limited company and has business operations in the UK. We operate in the medical device sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as equipment for our premises, and services, such as outsourced business and manufacturing processes, IT software and design services.

Policies

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

- Recruitment and selection policy
 - Employees are free to choose to work for the Company and to leave upon reasonable notice. All employees are provided with a clear contract of employment, which complies with local legislation and all our employees earn above the national UK living wage threshold. All employees are treated in a fair and equitable manner and with dignity and respect.
- Supplier code of conduct
 - Seek evidence from suppliers to provide assurance that they: a) investigate the risk of Modern Slavery within their operations and supply chain; b) assess and address the risks regarding Modern Slavery, including implementing appropriate due diligence and remediation programs; c) will notify the Company as soon as becoming aware of any confirmed instances of Modern Slavery in a supply chain connected with the Company and the actions undertaken by the Supplier to remedy the issue; d) has in place processes, procedures, investigations and compliance systems to undertake all necessary actions; and e) will on request provide reasonable evidence validating the Supplier's compliance with this policy.
- Whistleblowing policy
 - Employees are encouraged to raise concerns about any issue or suspicion of malpractice at the earliest opportunity. If they are unsure whether a particular act constitutes modern slavery or if they have other queries, these should be raised with a Company Director.
- Staff code of conduct
 - This sets out minimum standards of employee behaviour which would prevent them benefitting from, supporting, condoning or otherwise aiding and abetting modern slavery.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Risk and Compliance

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and in low-risk industries, such as high-tech manufacturing and services.

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Evaluating the slavery and human trafficking risks of each new supplier through desktop audits.
- We train all staff about modern slavery issues to ensure awareness within the Company.

However, our due diligence procedures aim to:

- Identify and action any potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Provide protection for whistleblowers.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will require that the supplier remedy the non-compliance immediately or we will terminate the business relationship.

This statement was approved by the board of directors.

Date: 12 March 2024



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