


**POLICY ON MODERN SALVERY AND HUMAN TRAFFICKING
REVIEW AND APPROVAL**

WRITTEN BY

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1) INTRODUCTION

The Modern Slavery Act, the first of its kind in Europe, received Royal Assent on 26 March 2015. The act consolidates slavery and trafficking offenses and introduces tougher penalties and sentencing rules. It ensures that the main offences are subject to the toughest asset recovery regime under the Proceeds of Crime Act 2002, introduces bespoke slavery and trafficking compensation orders, and provides for the confiscation of vehicles, ships and aircraft used for the purposes of trafficking. The changes will ensure that the National Crime Agency, the police and other law enforcement agencies have the powers they need to pursue, disrupt and bring to justice those engaged in human trafficking and slavery, servitude and forced or compulsory labour. It also introduces measures to enhance the protection of victims of slavery and trafficking. A new Independent Anti-slavery Commissioner has been appointed whose role is to encourage good practice in the prevention, detection, investigation, and prosecution of slavery and human trafficking offences, as well as the identification of victims of those offences. This role is relevant to all current slavery and trafficking offences in England, Wales, Scotland and Northern Ireland.

2) STATEMENT

Matrix Diagnostics Ltd, is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including sub-contractors and partners. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These as well as the suppliers of services make up the supply chain within Matrix Diagnostics Ltd.

As part of the companies due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A copy of the Modern Slavery Act 2015 is accessible to all employees electronically and has been circulated to staff.

This policy statement will be reviewed annually.

This Policy takes into account, and supports the policies, procedures and requirements documented in our Quality Management System, compliant with the requirements of ISO 9001:2008. The implantation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached. Additional procedures ensure that this policy is



understood and communicated to all levels of the company, and that it is regularly reviewed to ensure its continuing suitability and relevance to the company activities.

1. REFERENCE DOCUMENTS

The Modern Slavery Act 2015