



# Modern slavery Statement 2025

This statement concerns the financial year of 2024.

## 1. Introduction

The bioMérieux group is committed to preventing modern slavery and human trafficking in all areas of our business and supply chains. We recognize the importance of addressing the risk of modern slavery and are dedicated to upholding human rights and ethical practices in our operations.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that bioMérieux UK has taken during the financial year and will continue to take, to prevent modern day slavery in its business and supply chains. This statement sets out our commitment and action taken to do our part to eradicate these practices, as well as meet the requirements of the UK Modern Slavery Act 2015.

## 2. Company Structure and Supply Chains

### History of bioMérieux UK

bioMérieux UK was established in 1972 as part of bioMérieux's global expansion to provide its cutting-edge diagnostic solutions and expertise to the UK healthcare and industrial sectors. Since its inception in the UK, bioMérieux has become a key partner for clinical laboratories, hospitals, and industries that rely on its innovative *in vitro* diagnostics technologies in the UK.

Over the years, bioMérieux UK has grown to serve a wide range of customers, supporting the diagnosis of infectious diseases, and ensuring safety in the food, pharmaceutical, and healthcare industries. The UK subsidiary plays a vital role in contributing to bioMérieux's mission of improving public health and enhancing safety standards.

## Company Structure

bioMérieux UK is part of the global bioMérieux group, a multinational biotechnology company headquartered in France. Founded in 1963 by Alain Mérieux, bioMérieux specialises in *in vitro* diagnostics, offering diagnostic solutions that aid in the detection of infectious diseases. The company's products are used in clinical laboratories, hospitals, pharmaceutical companies, and food industry labs across the world.

bioMérieux operates in over 160 countries, with almost 15,000 employees worldwide, and has a strong presence in the UK. bioMérieux UK provides clinical diagnostic and industrial microbiology products and services, helping laboratories and healthcare providers in the UK manage public health concerns and ensure food safety.

## Supply Chains

bioMérieux UK's supply chain involves:

- **Product sourcing:** bioMérieux UK sources diagnostic equipment, reagents, and software from bioMérieux's international production sites and approved third-party suppliers.
- **Local and International Suppliers:** The company works with a variety of suppliers and contractors both in the UK and globally, including providers of raw materials, logistics services, and technology.
- **Distribution:** Products are distributed to UK-based healthcare institutions, clinical laboratories, and industrial customer, directly or, for restricted categories of Products, via selected distributors. bioMérieux UK engages logistics partners to handle warehousing and the timely delivery of its products across the country.

bioMérieux UK is committed to working closely with key suppliers to ensure ethical sourcing and compliance with all modern slavery and human rights regulations. As part of bioMérieux's global ethical framework, bioMérieux UK continues to ensure its suppliers, distributors and other partners, adhere to stringent policies that prevent modern slavery, human trafficking, and exploitation ensuring all parties maintain compliance.

## 3. Policies on Modern Slavery and Human Trafficking

At bioMérieux, we are committed to meeting high ethical standards and complying with all applicable local, national, and international laws wherever we do business, which is essential to creating and maintaining a healthy environment for all. We maintain rigorous internal processes to ensure that our employees adhere to the regulations that support good business practices. Our policies are communicated through our [Global Code of Conduct](#) and our employee training program.

Since 2003, bioMérieux has been committed to comply with the Ten United Nations Global Compact Principles. The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

This commitment is embodied in our bioMérieux corporate principles and bioMérieux employment policy. We drive engagement with our suppliers in line with our continuous improvement and our sustainable growth strategy. See [section 4](#) for more information.

bioMérieux has appointed Compliance Officers in each region for issues relating to the implementation of, and the compliance with, the bioMérieux [Global Code of Conduct](#).

The [Global Code of Conduct](#) ensures that policies and practices both internally and publicly, are compliant with bioMérieux's commitment to an organisational culture of ethics and integrity. The [Global Code of Conduct](#) helps guide employees' choices, actions and behaviours in a complex and diverse global business environment. It establishes policies and procedures that are intended to guide employees and officers in the performance of their duties and responsibilities and ensure compliance with the company's commitments to ethical and lawful conduct. These rules apply to all employees and officers of bioMérieux, wherever the company conducts business.

## 4. Due Diligence and Management

At bioMérieux UK we are committed to bringing the highest standards of business ethics to everything we do. This responsibility is crucial to all the people who depend on bioMérieux: our employees, our customers, our communities, our shareholders, our partners and our suppliers. bioMérieux UK is committed to identifying, assessing, and mitigating modern slavery risks within our business and supply chains. Our due diligence approach encompasses a range of measures to uphold ethical standards across our operations and partnerships, reflecting our adherence to our Global Code of Conduct (read more: [Global Code of Conduct](#)).

Key Due Diligence Actions:

- **Employee Training and Awareness:** We provide targeted training for key employees on modern slavery risks, enabling them to recognize and address potential issues in the business and our supply chain and to understand their responsibilities under the Modern Slavery Act. See [section 5](#) below for more information.
- **Reporting and Whistleblowing Mechanisms:** bioMérieux UK has established secure and confidential reporting channels that allow employees, suppliers, and partners to report any concerns regarding unethical practices, including modern slavery, without fear of retaliation. Misconduct may be reported by using our Third Party alert system - [Click here](#) for contact information.
- **Responsible Recruitment Practices:** We are committed to ethical recruitment processes that promote fair pay and safe working conditions, supporting compliance with labour laws and avoiding exploitative practices.
- **Regular Policy Evaluation and Updates:** Our policies are periodically reviewed and updated to reflect the latest standards and best practices in anti-slavery and ethical sourcing, ensuring continued alignment with UK legislation.
- **Supplier Diversity and Fair Pricing:** We prioritize long-term, sustainable partnerships with suppliers, with a focus on fair pricing and encouraging diversity. By supporting our suppliers, we encourage them to uphold ethical standards and avoid exploitative labour practices. We expect and encourage our Third Parties to follow the [Third Party Business Principles](#).
- **Contractual Reviews and Compliance:** bioMérieux UK reviews supplier contracts upon renewal, and in cases of performance or quality assessments, to ensure ongoing compliance with our ethical standards. We require that suppliers and partners meet all applicable legal and regulatory obligations, including health and safety standards, anti-corruption practices, and respect for basic human rights.
- **Audits:** bioMérieux group and bioMérieux UK conducts regular internal audits at various levels to ensure compliance with our ethical standards and regulatory requirements. These audits are meticulously documented and managed using our electronic auditing software, which helps us track findings and implement necessary improvements efficiently. Regular audits are a critical component of our commitment to maintaining high standards in our operations and supply chain.

## Ethical and Legal Expectations for Suppliers:

bioMérieux UK sets clear expectations that all suppliers and business partners must:

- Comply with all applicable laws and regulations.
- Refuse participation in any form of corruption.
- Avoid anti-competitive practices and adhere to international trade laws.
- Protect the health and safety of their employees and respect human rights, prohibiting child labour, human trafficking, or any other inhumane practices.
- Comply with all labour laws and ensure freedom of association for employees.
- Act in accordance with international environmental protection standards and laws.

We are committed to maintaining the highest ethical and legal standards in our supply chain. If a supplier is suspected of breaching these standards, including but not limited to violations of the Modern Slavery Act 2015, we reserve the right to suspend or terminate our relationship with them. This action may be taken immediately and without prior notice, depending on the severity of the breach. We expect all our suppliers to adhere to these standards and to cooperate fully with any investigations into potential violations.

## Transparency and Long-Term Commitment:

bioMérieux UK is transparent in our reporting on anti-slavery practices, publishing regular updates to demonstrate progress and reinforce our commitment to ethical business. Through our supplier relationships, we promote sustainable practices, aiming to build long-term partnerships that support ethical labour practices, minimize risk, and drive a supply chain free from modern slavery and exploitation.

## 5. Training and Capacity Building

Since 2017 we have taken the opportunity to further raise awareness of Modern Slavery across our UK business. Training has been assigned to managers and key staff particularly those in procurement, supply chain management, and compliance roles, to enhance their understanding of modern slavery risks and their responsibilities under the Modern Slavery Act 2015.

## 6. Future Steps

bioMérieux will continue to update its policies and procedures, raise awareness on this important topic and look at how we can address the issue of modern slavery within our business and supply chain. We will continue to work at maintaining appropriate safeguards against any mistreatment of persons involved in our supply chain or own business.

To further our commitment to combating modern slavery, we aim to introduce several key initiatives such as implementing Key Performance Indicators (KPIs) to monitor and measure our progress in addressing modern slavery risks within our organisation, conducting thorough risk assessments to identify potential vulnerabilities, and integrating the modern slavery statement into the companies training program ensuring all employees are fully aware of our commitment to preventing modern slavery and their responsibilities in upholding these standards.

## 7. Previous financial year actions

During the financial year ending December 2024, bioMérieux UK has undertaken several significant actions to combat modern slavery and human trafficking within our operations and supply chains.

- Supplier audits and assessments – We have conducted thorough audits on key suppliers. These audits included on-site visits and include compliance requirements.
- Maintaining and enforcing policies – We continued to uphold and enforce our existing policies, including our Supplier Code of Conduct and Anti-Slavery and Human Trafficking Policy. Regular reviews ensured these policies remained effective and aligned with the latest legal requirements and industry standards.
- Training and Awareness – Delivered mandatory training for all employees, focussing on our code of conduct, understanding our policies, and knowing how to report concerns. 100% of our workforce is assigned this mandatory training.  
Revised our Modern Slavery Statement and assigned a mandatory review for all UK employees as part of employee’s training plans.

By taking these actions bioMérieux UK has made significant strides in addressing the risks of modern slavery and human trafficking. We remain committed to continuous improvement and will build on these accomplishments in the coming years.

Currently, we consider our risk in terms of modern slavery and human trafficking to be very low.

## 8. Approval and Signature

This statement was approved by the Vice President Clinical Operations, UK & Ireland who manages bioMérieux UK on 02/01/2025 and will be reviewed annually.

Signed,



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Paul Skingley

VP Clinical

02/01/2025