



CONCEPT LIFE SCIENCES

Modern Slavery Act Policy and Statement

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

Our business

Concept Life Sciences is a knowledge based, science led business focused on delivering the expertise and capabilities our clients demand. We work in the pharmaceutical, biotechnology, food, environmental, agrochemical, petrochemical, chemical and consumer products sectors.

Our commitment

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Concept Life Sciences 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 in any part of our business or operations. We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Board Commitment.** We have agreed management responsibility for this policy and statement and received full endorsement from our Executive Management team and our Board.
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. We have also taken the decision to make the National Living Wage the lowest level we will pay our employees.
3. **Procurement policy.** Our Group procurement team ensure that we conduct due diligence on all suppliers before allowing them to become a preferred supplier and will terminate the contract at any time should any instances of modern slavery come to light.
4. **Anti-bribery policy.** We operate a robust anti-bribery policy so that our employees understand what is expected of them and have clear guidelines on working with customers and suppliers.

This statement is approved by the Board of Directors.

Sarah Taylor
Group HR Director