

MODERN SLAVERY STATEMENT

SOURCE BIOSCIENCE MODERN SLAVERY STATEMENT – 2023/2024 FIANCIAL YEAR

1.0 INTRODUCTION

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps that Source Bioscience 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.

2.0 ORGANISATION STRUCTURE, BUSINESS AND SUPPLY CHAINS

The business comprises two core business units: Healthcare Diagnostics and Genomics. We employ over 150 employees directly, and contract histopathology reporting services with over 100 consultant pathologists.

2.1 HEALTHCARE DIAGNOSTICS

Healthcare Diagnostics, Trading as Source LDPath, provides a complete histopathology and clinical diagnostics service for the sectioning, processing, staining and analysis of tissue samples on self-prepared and pre-prepared slides. Source BioScience operates ISO 15189 accredited medical laboratories and has built a significant network of specialist consultant pathologists, all registered with the Royal College of Pathologists and the General Medical Council. Source BioScience maintains service level agreements with over 130 NHS departments, private healthcare providers and pharma and biotech customers.

2.2 GENOMICS

Source BioScience offers both traditional Sanger Sequencing, which for many years has been the industry accepted standard for sequencing single strands of DNA at a time, and Next Generation Sequencing (“NGS”), which allows the sequencing of millions of strands of DNA at once, to help progress research and clinical discovery for the pharmaceutical and healthcare industries.

3.0 POLICIES & PROCEDURES

We have policies and procedures in place to demonstrate our commitment to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship. These policies cover anti-slavery, procurement, supplier & subcontractor management and assessment, whistleblowing, and corporate social responsibility.

4.0 DUE DILIGENCE AND RISK ASSESSMENT

Our contractual documentation will incorporate specific prohibition against slavery or servitude, the use of forced, compulsory or trafficked labour and the use of child labour, in line with this policy. We also will make provision for our contracted suppliers to hold their own suppliers to the same standards. We also will reserve the right to terminate any contractual arrangement if there is breach of this policy.

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Where appropriate, we will undertake pre-screening of prospective suppliers as part of our tender processes in relation to the effectiveness of their existing safeguarding controls and practices in relation to preventing modern slavery occurring within their organisations and within their own supply chains. We will continue to review controls and procedures in place once working with suppliers as part of our supplier review and appraisal meetings process.

Where appropriate, as informed by our assessments, we will engage directly with suppliers in respect of our anti-slavery policy in order to gain a proper understanding of the measures they have in place to ensure that modern slavery is not occurring within their own businesses and supply chains and, where appropriate, agree how such measures should be enhanced.

5.0 TRAINING

All employees within the business are notified of our anti-slavery policy as part of the induction process. We have introduced additional e-learning training for Modern Slavery in 2024 which staff will complete as part of their induction. This has also been issued to all existing staff.

Senior management will, if appropriate, ensure some staff have received additional training on the broader issues of modern slavery to assist them in appreciating the extent of the problem of modern slavery and the identify individuals/areas of the business that may be at risk from practices of modern slavery.

6.0 APPROVAL FOR THIS STATEMENT

This statement was approved by the Finance Director on behalf of the board of directors on:

7th May 2024

Amanda Barlow

Amanda Balow
Finance Director