

## **Anti-Slavery and Human Trafficking Statement**

### **For the Financial Year Ended 30<sup>th</sup> of April 2019**

#### **Introduction**

Abbexa is based at the World renowned Cambridge Science Park, in Cambridge, UK. We are a supplier of biological tools for the life science, pharmaceutical development and biotechnology sectors. We provide the scientific community with primary antibodies, secondary antibodies, proteins, ELISA kits and enzymes as well as other kits and tools for use in research.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015.

Modern slavery is a violation of human rights and is a criminal offence under the Modern Slavery Act 2015. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. At Abbexa we have a zero-tolerance approach to modern slavery and we are committed to acting ethically, 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 form in any part of our business, including our supply and distribution chains.

#### **Our Policies and Training**

All our employees are required to conduct themselves in an ethical and law-abiding manner in line with the company's Employment Policy and Code of Conduct and Ethics. Our Code of Conduct and Ethics sets out the organisation's stance on Anti-Slavery, Anti-Corruption, Anti-Money Laundering, Data Protection, Anti-Harrasment and Human Rights. Failure to comply will lead to disciplinary procedures and may lead to the termination of employment.

Abbexa's internal whistleblowers who make good faith reports to the best of their knowledge are protected by the company's Whistleblower Policy.

The Company's Recruitment Policy protects all potential employees to safeguard them against human trafficking and forced labour.

All of our staff are trained to be aware of, understand, identify and report modern slavery and human trafficking in our business and in any of our channel partners.

#### **Our Supply and Distribution Chains**

Our Code of Conduct for Channel Partners sets out the organisation's stance on Anti-Slavery, Anti-Corruption, Anti-Money Laundering, Data Protection, Anti-Harrasment and Human Rights, for ethical, lawful and sustainable conduct we expect from our business partners.

We require commitment to our Code of Conduct for Channel Partners from our suppliers and distributors. Our Code of Conduct for Channel Partners also requires our channel partners to respect the employment rights of their workers and to use reasonable efforts to promote compliance with this code amongst their own channel partners.

### **Our Commitment**

We will continue to apply a zero-tolerance approach to forced labour, slavery and human trafficking in any form in any part of our business, including our supply and distribution chains. In 2018 we aim to further reduce the risk of slavery within our supply and distribution chains, and to continue to train our staff to identify and report risks. We will aim to further updating our policies to raise awareness within our organisation.

This statement has been approved by the board of directors of the Company, with respect to the financial year ending on the 30<sup>th</sup> of April 2019.

A handwritten signature in grey ink, appearing to read "Sabrina Calabressi".

**Sabrina Calabressi**

**Director**

17<sup>th</sup> May 2018