

VWR International Ltd. Hunter Boulevard, Magna Park, Lutterworth, Leicestershire LE17 4XN, United Kingdom  
Telephone: +44 (0) 1455 558 600 | Fax: +44 (0) 01455 558 586 | Web: www.vwr.com

## **Modern Slavery and Human Trafficking Policy**

### Organisation Structure

VWR International Limited is a private limited company, registered in the United Kingdom in 1985. The company forms part of the VWR Corporation group, a leading global, independent provider of products, services and solutions to laboratory and production facilities for customers in the pharmaceutical, biotechnology, industrial, education, government and healthcare industries. VWR has its headquarters in Radnor, Pennsylvania.

VWR International Ltd now employs over 740 associates across the UK. Situated in Leicestershire is our Customer Service Centre and purpose built warehouse. Since 1985 VWR has continued to grow and have since welcomed Jencons, Lab3, Basan, Peqlab, Hichrom and Therapak, which has meant that we are able to consistently provide an unmatched product choice for our customers. VWR services include custom manufacturing and support of research and laboratory operations.

In 2017, VWR was acquired by Avantor, a vertically integrated global supplier of discovery-to-delivery solutions for the global life sciences, advanced technologies and research industries. VWR's expansive channel access and deep customer relationships strengthens Avantor's abilities, adding a vital new dimension to the full scope of solutions we can provide-from discovery to delivery.

### Purpose of this Policy

This statement is made in accordance with section 54 part 6 of the [Modern Slavery Act 2015](#).

VWR International Ltd aims to ensure that there is zero slavery and human trafficking taking place in any part of the organisation or supply chain. This policy sets out the steps that have been taken in order to achieve this aim.

### Steps for the Prevention of Slavery and Human Trafficking within VWR International Ltd

- VWR International Ltd is committed to acting ethically and with integrity in all our business dealings. This is reflected in our Code of Ethics and Conduct that every new VWR associate is expected to read and sign. A refresher training session is then issued every year for each associate to complete.
- VWR International Ltd has implemented an Ethical Trading Policy, reinforcing the company principles that are based on the internationally accepted standards listed in the [Ethical Trading Initiative Base Code](#).



Registered in England No. 1932827  
VAT Number : GB823853225  
Registered Office : Hunter Boulevard,  
Magna Park, Lutterworth, LE17 4XN, England

Managing Director UK: Bill Hogan  
Sr. VP & President, EMEA-APAC Lab and  
Distribution Services:  
Nils Clausnitzer

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- During the financial year for 2017 we implemented a training program to raise awareness of the Modern Slavery Act within the UK VWR organisation.
- In addition to the training program we published the Home Office Modern Slavery Awareness & Victim Identification Guidance booklet on our company intranet to make it available for all employees to view.

#### Steps for the Prevention of Slavery and Human Trafficking within the Supply Chain

VWR International Ltd acknowledges that whilst we recognise our statutory obligation to set out the steps that we have taken to ensure that slavery and human trafficking is not taking place in our supply chain, we cannot control the conduct of individuals and organisations within that chain. In order to address this, the following steps have been made:

- VWR has implemented a Sustainability Charter questionnaire for suppliers to complete and sign. This communicates VWR's values and outlines its expectations for its suppliers in the areas of social import, environmental protection and governance. VWR is committed to building a responsible and transparent supply chain.
- VWR launched a global sustainability survey to suppliers in 2015 to allow us to better understand how our suppliers addressed sustainability related issues and to build transparency throughout the supply chain. This included labour practices and working conditions, safety, environmental protection, product sustainability and governance.
- Following on from this, a Sustainability Risk Assessment is conducted and the questionnaires have been incorporated into the audits that are carried out by the global sourcing team. Therefore we are not only telling suppliers of our expectations, but now evaluating their Sustainability performance, assessing the related risks and when needed auditing them on their practices.
- Every year, some of our suppliers are audited by our Quality, Regulatory and /or Marketing/Sourcing teams. Compliance of our supplier with ethic and integrity principles, sustainability, health and safety etc are controlled during these audits.



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### Reporting

Associates are encouraged to report any concerns regarding the treatment of fellow associates to their line manager or Human Resources department. This ensures that all associates feel able to report treatment of any associate prohibited by law, including slavery and human trafficking, without the threat of repercussion.

**Doing Business the VWR International Way** – providing essential guidelines for associates to understand responsibilities and obligations to comply with the law and to advise VWR International management of anything that is not in compliance with the law. Associates have the means, via the Associate Hotline, to confidentially and anonymously report concerns regarding theft, fraud, workplace violence, conflicts of interest, accounting and internal control issues, or violations of the VWR Code of Ethics and Conduct.

VWR is a company with strong beliefs and values. By continuing to honour those beliefs and values and live by the code of conduct that underpins them, we can look forward to a future filled with success.

**Bill Hogan**  
Vice President & Managing Director  
VWR International Ltd

Date:

Signature:



**Karen Pulford**  
Finance/Infrastructure Director  
VWR International Ltd

Date:

Signature:



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