



EKF Diagnostics Holdings plc Group Statement of Compliance with The Modern Slavery Act 2015

Introduction

EKF Diagnostics Holdings plc and its subsidiary companies, including EKF-diagnostic GmbH and Stanbio Laboratory LLC, operate in a number of countries including the UK. We strongly oppose modern slavery in all its forms and are committed to ensuring that exploitation, forced labour, child labour and human trafficking does not take place in any part of our business or supply chain. We recognise that modern slavery is a global issue and that every business has a responsibility to mitigate this risk through proactive measures and continuous improvement.

Section 54, Part 6 of the Modern Slavery Act 2015 (the 'Act') requires all organisations to set out the steps the organisation has taken during the financial year to ensure that slavery and human trafficking is not taking place within either its UK business or the supply chains to that business.

Organisational Structure

EKF Diagnostics Holdings plc consists of several wholly owned subsidiaries including Stanbio Laboratory LLC, Separation Technology Inc., EKF-diagnostic GmbH, and SensLab GmbH. This corporate statement of compliance is valid and effective for all wholly owned subsidiaries of the parent company.

The Group has operations in the UK, the USA, Germany and Russia, and had a recent combined annual turnover of £50.2m. We sell to over 100 countries throughout the world.

Our Business

EKF Diagnostics Holding plc is a medical technology business that is advancing healthcare delivery through the development of innovative point-of-care and laboratory medical devices, coupled with a device connectivity eco-system. EKF is also a specialist manufacturer of diagnostic enzymes for use in medical diagnostics, pharmaceuticals, and industry, as well as providing contract manufacturing solutions to healthcare partners globally.

The EKF portfolio of products and services supports several key areas of healthcare including haematology, diabetes, women's health, veterinary, sports performance, pathology, clinical research, and contract manufacturing.

Our Policies

We are committed to ensuring that there is no modern slavery within our business, in our supply chain or with the distributors that we deal with. We aim to demonstrate that the EKF Diagnostics Group follows good practice, and all reasonable steps are taken to prevent slavery and human trafficking. We believe that all individuals who work within our business should be treated with dignity and respect, rewarded fairly for their work and not exploited. We only wish to work with organisations in our supply chain that have similar commitment and are not involved in modern slavery.

We are establishing a framework of policies designed to prevent modern slavery and human trafficking, including:

- **Ethical Trading Policy:** Ensures our operations and supply chains uphold high ethical standards.
- **Supplier Code of Conduct:** Outlines the minimum standards we expect from our suppliers, including adherence to labour laws and human rights principles.
- **Whistleblowing Policy:** Encourages employees, contractors and suppliers to report any concerns, confidentially and without fear of retaliation.

Our Supply Chains

We operate in a highly regulated industry which is subject to a number of complex laws, rules and regulations. We expect all parties in our supply chain to comply with our values and are committed to working collaboratively with them to ensure this. We have commenced a process of seeking confirmation of this from our supply chain, third parties and distributors (UK and overseas).

Due Diligence Process

We have introduced substantive contractual clauses to our distributor agreement documents. These set out our expectations with distributors, their officers, employees, agents and sub-contractors, regarding full compliance with the Act and our zero tolerance to any form of slavery or human trafficking. They are required to advise EKF immediately of any possible breaches. Contracts with other customers also include a compliance requirement where possible. All distributors have been brought on to compliant contracts.

All suppliers are required to ensure that they provide employees with good working conditions, fair treatment and reasonable rates of pay and that they respect workers' human rights and comply with local labour laws and regulations. Wherever possible supplier contracts include clauses requiring compliance with the Act. Serious violations will lead to the termination of the business relationship.

Risk Assessment and Management

Sales and purchasing teams constantly assess and monitor our distribution and supply chains. They visit customers and suppliers on a regular basis. During these visits contractual items including compliance with the Act are discussed as necessary. Risk assessment is based on the size of the business, their location, and our team's assessment of the partner's business and management.

Activities to be undertaken in the next 12 months

We are working to implement a Code of Conduct, covering employees, and where appropriate suppliers and distributors, and to carry out sample checks of suppliers, to ensure adherence to the Modern Slavery Act. We will continue to provide information, training, and support for staff on modern slavery and human trafficking as appropriate, so they understand the legislation and impact on our activities.

The Board of Directors understands their responsibilities and training has been rolled out to relevant Group employees, particularly those involved in procurement and supply chain management, to fully understand their responsibility and to be alert to the risks in our business and in the wider supply chains.

Training will continue to be developed and delivered to all appropriate personnel, targeting those areas of the business which the Company identifies as posing the greatest risk from a slavery or human trafficking perspective. Work on our proposed Code of Conduct will include training designed to help our workforce understand how to put our values into practice in their daily working lives and manage ethical dilemmas they may encounter.

Staff will be instructed that they are expected to report concerns, with management being tasked to act upon any reports.

We have in place an appropriate reporting framework to encourage the reporting of concerns and to ensure the protection of whistle blowers. All reports will be fully investigated, and appropriate remedial actions taken.

Monitoring and Measuring Progress

We are committed to continuous improvement and transparency in addressing modern slavery. To monitor and measure our progress we will:

- As part of the work outlined, consider and implement appropriate Key Performance Indicator measures to monitor and manage potential risk.
- Conduct regular reviews of our policies, due diligence processes, and supply chain practices.
- Collect feedback from employees, suppliers, and stakeholders to identify areas for improvement.
- Publish an annual report on our anti-slavery efforts, including key achievements and future goals.

Board of Directors' Approval

This statement, which relates to the year ended 31 December 2024, has been approved by the Board of Directors of EKF Diagnostics Holdings plc. It will be reviewed annually and updated as necessary to reflect our progress and evolving approach.

A handwritten signature in black ink, consisting of several fluid, overlapping loops and strokes, positioned above the printed name.

Gavin Jones
Chief Executive Officer
EKF Diagnostics Holdings plc
June 2025