

Modern Slavery Statement

A) ORGANISATION

This statement applies to EUROIMMUN UK Limited (referred to in this statement as 'the Group').

EUROIMMUN UK has a turnover of less than £36 million and therefore are not required to publish a Modern Slavery Statement for each financial year.

B) GROUP STRUCTURE

EUROIMMUN UK supplies the healthcare industry with medical diagnostic products in the following principal areas: Autoimmunity, Infectious Serology, Antigen Detection and Allergy.

EUROIMMUN UK is the British subsidiary of the EUROIMMUN Group, based in Germany. Coupled with the International Training Centre, Reference Laboratory and Institute for Quality Assurance, EUROIMMUN UK is proud to offer exemplary service and support.

The scope of EUROIMMUN UK services are sales, marketing and distribution of medical diagnostic products.

The labour supplied to the Group in pursuance of its operation is carried out in Great Britain & Northern Ireland.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking.
- Forced work, through mental or physical threat.
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- Being dehumanised, treated as a commodity or being bought or sold as property.
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in Great Britain & Northern Ireland.

E) SUPPLY CHAINS

In order to fulfil its activities, the Group's main supply chains include those related to supplying the healthcare industry with medical diagnostic products in the following principal areas: Autoimmunity, Infectious Serology, Antigen Detection and Allergy. These goods and services are supplied to EUROIMMUN UK by the holding company EUROIMMUN AG, based in Germany.

F) POTENTIAL EXPOSURE

In general, the Group considers its exposure to slavery/human trafficking to be non-existent. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery.
- Measures in place to identify and assess the potential risks in its supply chains.
- Any actions taken to embed a zero-tolerance policy towards modern slavery.

H) KEY PERFORMANCE INDICATORS

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Group or its supply chains:

- It is important to us that we employ ethical business practices that are aligned with our vision, mission and core values.
- We are committed to ensuring that our key suppliers are compliant with the act where applicable.
- As an employer we are committed to paying in excess of the Living Wage and regularly review all our terms of employment to ensure that they comply with all relevant legislation.

I) TRAINING

The Group provides the following training to management staff to effectively implement its stance on modern slavery:

- Modern Slavery - This is done through BrightHR E-Learning CPD certification.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:



Lucrezia Perazzotti
Managing Director

Date: 24 January 2025