

Anti-Slavery Policy – Modern Slavery and Human trafficking

Elliot Scientific Ltd is a small private Limited Company engaged in the manufacture and distribution of Scientific equipment. It has a wide customer base from the private and public sectors as such it wishes to maintain a high standard of corporate responsibility and comply with all legal requirements.

Modern slavery is a criminal offence under the Modern Slavery Act 2015 and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Elliot Scientific Ltd. has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective measures to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, students, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Elliot Scientific Ltd has a stringent pre-employment check on all new employees and monitors employee engagement. It has a strict ethics and code of conduct contained within our company handbook.

As part of our ISO9001 and QMS system, we operate with an approved supplier list which requires our suppliers to confirm that they are operating to high standard in relation to employee conditions, fair pay and other such good practices which will include an *Anti-Slavery* commitment within their own operations and supply chain.

We expect our suppliers to ensure that child labour is not used in the performance of work conducted for Elliot Scientific Ltd. They are expected to also put in place adequate procedures to ensure that no form of modern slavery, including but not limited to, forced labour, debt bondage, slavery or trafficking of persons is conducted by themselves or those within their own supply chain. This is monitored through our ISO9001 procedure with regular supplier performance and declaration forms.

Training – Employees are provided with and are required to read and consider the

Modern Slavery in the Supply Chain: Guidance for Employees document which details the identification, risks, and reporting of potential modern slavery.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves, which includes reporting of potential concerns over modern slavery and inappropriate employment practices.

We will keep our approach under review and, where appropriate, use indicators to understand effectiveness, including completion of relevant training; evidence of modern slavery considerations in procurement activity; and the number and nature of concerns raised and addressed through our reporting routes. This is largely covered within our ISO9001 QMS system and procedures.

Overall accountability for tackling modern slavery sits with senior leadership. This statement was approved by the board of Directors for Elliot Scientific Ltd.

Signed

Dr Adrian Knowles

Managing Director, Elliot Scientific Ltd



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