

SLAVERY AND HUMAN TRAFFICKING STATEMENT

30th June 2017

OBJECTIVE

Randox Holdings, parent of Randox Laboratories, publish this, our 2017 Modern Slavery Statement pursuant to the requirements placed on eligible UK businesses per the Modern Slavery Act 2015. Randox resolutely stands against slavery, servitude, forced labour, and human trafficking offences in the UK and abroad. The objective of this statement is to reiterate our commitment to:

- 1) Increase awareness of modern slavery; and
- 2) To ensure that no slavery, in any form as defined by the Modern Slavery Act, is being employed in our business or in our supply chains.

OUR ORGANIZATION

Randox is a global leader in healthcare diagnostics and exports over 95% of products worldwide. Our products and services are used in hospitals, clinical, research and molecular laboratories, food testing, forensic toxicology, life sciences, and veterinary laboratories. Randox was established in 1982 and at date of publication has a staffing level of approximately 1,400. Some 900 are employed in Northern Ireland and Randox has premises or trading offices in Australia, Brazil, Czech Republic, France, Germany, Hong Kong, India, Italy, Korea, Poland, Portugal, Puerto Rico, Slovakia, South Africa, Spain, Switzerland, USA, Ireland and the Great Britain. Randox also have staff based in China, Vietnam, Jamaica and Dubai and it has recently registered an office in Mexico City.

Randox fully endorses the Modern Slavery Act 2015 and unreservedly condemns all forms of human slavery, human trafficking and forced labour.

POLICIES AND CONTRACTUAL CONTROLS

As an organization Randox are committed to meeting high ethical standards and complying with all applicable local, national and international laws wherever we do business. Randox complies fully with employment law applicable across the United Kingdom and those countries where we employ staff. The right for migrant workers to lawfully live and work in the UK is closely scrutinised as part of our UK recruitment process. We work closely with and are compliant to all regulations set out by UK Visas and Immigration. For all overseas operations, adherence to and compliance with local employment law and migration issues is closely supervised throughout our employment processes.

With regard to our supply chain partners, Randox legal team is reviewing future contracts to consider inclusion of a clause specifically referring to the Modern Slavery Act. Current contracts include an obligation to comply with all applicable local, national and international laws, including new legislation introduced during the term of the contract. Highlighting the Modern Slavery Act to our supply chain partners shows Randox's resolve to spread awareness of this most important issue and send a message that as a company- **we will not tolerate, reward, or knowingly contribute to this international problem.**



ASSESSMENT OF MODERN SLAVERY RISK AND RESPONSE

Randox are confident in our ability to control risks within our UK operations, noting potential issues within supply chains in countries that are deemed to be at higher risk. As reported by the Thompson Reuters Foundation and other reputable organizations, there are certain countries that are identified as being at extreme risk of human rights offenses, including but not limited to the use of slave labour and human trafficking.

Where non-complaint behaviour is identified within our supply chain partners, Randox will stress our requirements for compliant behaviour, we will rigorously meet our statutory responsibilities and take our subsequent business decisions accordingly.

STAFF TRAINING

Randox staff engage in training upon induction into the company, and ongoing training is part of staff development. Randox in the upcoming fiscal year will be assessing how it can incorporate a Modern Slavery curriculum into pre-existing training programmes. This slavery and human trafficking statement will be available to all staff via the intranet.

ENQUIRIES

Any individual who wishes to raise concern in relation to slavery of human trafficking should write to the Randox Legal Department in the first instance, for review and response:

Legal Department
Randox Laboratories Limited
55 Diamond Road
Crumlin, B29 4QY
County Antrim
United Kingdom

This concludes Randox's first Slavery and Human Trafficking Statement. Randox's Directors and employees should have knowledge of this statement. Randox will make this statement available on its website. This statement will be reviewed annually.

Document Title	Slavery and Human Trafficking Statement
Period	Year End 30 June 2018
This statement has been approved to form by	Directors of the Company
Distribution	Intranet (Internal); Published on Randox.com (External)

Signed:

Print: Dr S P FitzGerald FREng CBE DL

Director
Randox Holdings
Parent of Randox Laboratories Limited

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