



September 2017

## **MODERN SLAVERY TRANSPARENCY STATEMENT**

### **1. Introduction**

"Science for a safer world" is integral to how we operate and informs how we conduct business at LGC. We are committed to the continuous improvement of our business practices and how we view our operations and wider supply chain, this includes assessing and minimising risk arising from slavery, servitude, forced and compulsory labour and human trafficking (collectively "modern slavery").

### **2. Our business**

LGC is an international life sciences tools business providing products and services to customers in a wide range of markets. LGC provides genomics solutions, reference materials, proficiency testing and analytical products and services. We work with customers in the pharmaceuticals, agricultural biotechnology, food, environment, security and sports sectors, as well as with governments and academia.

LGC is headquartered in Greater London with offices in 22 countries and employs approximately 3000 people. LGC's origins can be traced back to 1842 when the Laboratory of the Board of Excise was founded. The Laboratory of the Government Chemist was privatised in 1996 and renamed "LGC". Since privatisation, LGC has significantly expanded its activities and has grown rapidly both through organic growth and the acquisition of complementary new businesses.

### **3. Our policies and practices**

At LGC, "integrity" and "respect" are two of our core values. Many of our existing policies reflect our commitment to act with integrity and respect in all our business interactions and therefore minimise the risk of modern slavery in our business and wider supply chain. These include policies on: Attendance and Working Arrangements; Code of Conduct; Equality & Diversity; Resourcing, Employing overseas nationals; as well as our processes for supplier selection and diligence. This year, LGC is undertaking a review of its Code of Conduct and related policies. In the next 12 months, we intend to launch a revised group-wide Code of Conduct and update the underpinning policies. This will include further specific consideration of modern slavery risk. LGC employees are accountable for compliance with company policies and procedures which includes a requirement to ensure LGC operates in compliance with the law.

LGC Group operates a Whistleblowing procedure, allowing employees to report concerns about the actions of suppliers, managers and other employees anonymously and in confidence. This includes concerns of corruption, unethical or illegal action or human rights infractions. All reports are investigated.

### **4. Risk assessment and due diligence**

LGC's risk assessment processes indicate that across our businesses the risk associated with modern slavery including our wider supply chains is low. LGC is a global business and has a global supply chain. As a consequence of the high specialised nature of our businesses, the vast majority of LGC's suppliers are located in low risk sectors and geographies. Our suppliers are predominantly based in the UK, EU, United States of America and Australia. Over 90% of our employees are permanent and 57% are graduates or doctorates. Nonetheless, as part of LGC's initiative to identify and mitigate risk, we conduct due diligence, financial, and vetting checks on all new suppliers, employees, contractors, sub-contractors, distributors, agents, and customers.

These checks help identify and verify that such parties are not involved with, or suspected of, modern slavery, bribery, corruption or other unlawful activity.

As part of our commitment to continuous improvement, LGC is in the process of reviewing its supplier diligence process and, in the next 12 months, intends to introduce a supplier questionnaire for suppliers to confirm their compliance with applicable laws and provide reassurance to LGC on their compliance policies and procedures, including those related to modern slavery.

LGC standard terms of procurement require suppliers to comply with all applicable laws in the provision of products and services to LGC. LGC typically reserves the right to conduct supplier audits to underpin this requirement.

## **5. Training**

Training on counterparty checking of both customers and suppliers is delivered periodically to LGC personnel in a systematic and targeted manner, informed by LGC's risk assessment processes.

## **6. Next steps**

LGC is not aware of any established instance of modern slavery in our business or wider supply chain. As our business continues to grow, we are committed to integrating our businesses with uniform policies and procedures which highlight and educate our employees and suppliers of the risk of modern slavery. As such, identification and management of modern slavery risk will continue to inform the update of LGC's compliance processes and policies.

This statement is made in connection with Section 54, Part 6 of the UK Modern Slavery Act 2015 in respect of the financial year ended 31 March 2017 and the California Transparency in Supply Chains Act of 2010 (SB657) in respect of LGC Science Group Holdings Limited and its relevant subsidiaries (LGC).

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T M Robinson  
Chief Executive