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This statement is made on behalf of Diagnostica Stago UK Ltd (“**Stago UK**” or “**we**” or “**us**”), pursuant to section 54(1) of the Modern Slavery Act 2015 (the “**Act**”) and constitutes our modern slavery and human trafficking statement for the financial years ending 31 December 2023 and 31 December 2024.

Stago UK is not required to produce this statement under the Act and is doing so on a voluntary basis. We recognise that issues of modern slavery may impact Stago UK, and we are committed to improving our practices to combat slavery and human trafficking in our business and supply chain.

This statement sets out the steps that we have taken and are taking to minimise the risk of modern slavery and human trafficking taking place in our business or any part of its supply chain.

At Stago UK, we respect and promote human rights in our activities and business relations. Stago UK assumes a responsibility to ensure that its employees work in ethical and non-hazardous conditions. Stago UK is also committed to safeguarding against its business partners, including customers and suppliers, using or supporting any form of forced labour. We expect our employees and business partners (including our suppliers and customers) to adhere to these same standards.

About Stago and its business

Stago UK forms part of the Stago Group (the “**Group**”). The ultimate parent company is Stago International (France) (“**Stago International**”). The Group started as a pharmaceutical laboratory, founded in 1945, which now operates in the In Vitro Diagnosis (IVD) industry, wholly dedicated to the exploration of haemostasis and thrombosis. One of the Group’s key functions is to provide the industry with diagnostic and testing tools and equipment to best equip specialists to detect and treat haemostasis and thrombosis in patients.

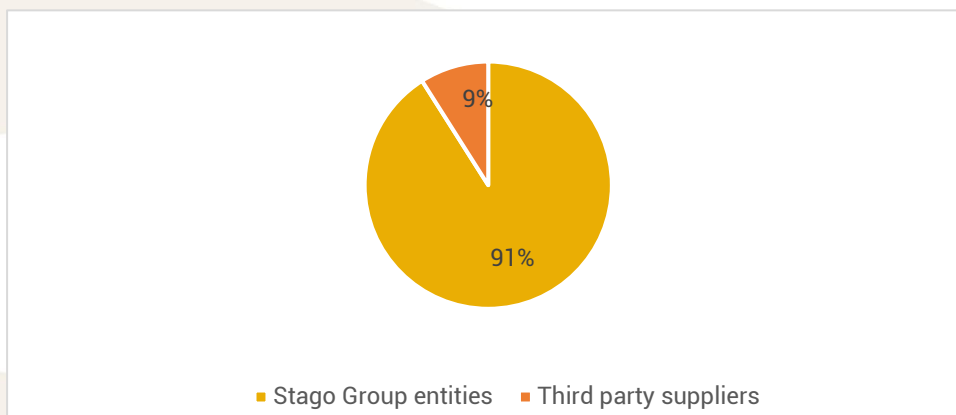
The Group’s global operations are headquartered in France. There are ten Research and Development Centres across France, Ireland, the Netherlands, Germany and the US. There are eleven Manufacturing Plants across France, Ireland, Germany, the US, and China (for the Chinese market only). There are six Logistics Centres across France, Germany, the US, China, Australia, and the UK and several other local warehouses.

Stago UK is a company incorporated in England and Wales. As of 31 December 2024, Stago UK had 24 employees. With a team covering a wide range of specialisms, Stago UK can assist its customers with the development of their haemostasis and haematology service at all stages. By investing in United Kingdom warehousing and logistics, Stago UK provides fast, reliable deliveries for the products required for its customers’ laboratory services to run smoothly. Stago UK provides distribution and logistics services to the United Kingdom only.



Our supply chains

Stago UK's main suppliers are intra-group subsidiaries. Given the distribution focus of Stago UK in the United Kingdom, Stago UK mainly purchases the Group's products and services from Diagnostica Stago S.A.S., a French company which manufactures Group products, predominantly in France, and distributes them to United Kingdom customers, mainly laboratories in NHS hospitals. Out of its top ten suppliers in 2024, 91% of Stago UK's supply (by spend) was from companies within the Group, mainly from Diagnostica Stago S.A.S. in France. The remaining spend came from third party suppliers, mostly based in the UK, such as the lease of the office, our car leasing supplier, insurance, freight services, marketing and promotion.



The Group and Stago UK's supply chain structures support the complexities of supply and manage associated risks, including compliance with regulatory directives and monitoring suppliers' performance and financial stability. The local supply chain structure includes a procurement team who procure orders directly from within the Group and other managers who do the same within their field of expertise.

Our policies on slavery and human trafficking

We have the following policies in place relevant to modern slavery, which we regularly review and update:

- The Group Global Code of Business Ethics,
- The Stago UK Code of Business Ethics,
- The Stago Group Third Party Assessment Procedure,
- Whistleblowing Mechanism.



Due diligence processes for slavery and human trafficking

Stago UK selects its business partners carefully and objectively, taking into account their reputation, integrity, quality of their services and their commitment to act in compliance with current regulations and the highest ethical standards.

Stago UK predominantly only enters into contracts that are subject to and safeguarded by the UK government Public Procurement Policy. Where contracts are not subject to such policy, Stago UK will first:

- verify the business partner's reputation, integrity, skills and activities using the Stago Group Third Party Assessment Procedure; and
- formalise the terms and conditions of the relationship through a binding written contract, which may include appropriate safeguarding clauses, depending on the results of the performed assessment.

Stago UK applies the Stago Group Third Party Assessment Procedure. The Group has deployed at the end of 2023 a first version of a whole third-party evaluation process by enacting a Stago Group Third Party Assessment Procedure that was then updated in 2024. This procedure provides for the different methods available to Stago UK for assessing the different categories of business partners it works or is willing to work with. Depending of the category of the business partner and the risk it presents (including ethical risks), the assessment methods used may consist in the use of databases and the requirement for the business partner to complete and sign a due diligence questionnaire that incorporates questions related to ethics and human rights respect.

We have also put in place systems to:

- Protect whistle blowers, through our comprehensive whistleblowing mechanism (please see the Risk Assessment and Management section for further information.)

We endeavour to put in place systems to:

- Mitigate the risk of slavery and human trafficking occurring in our supply chains;
- Monitor potential risk areas in our supply chains.

Risk assessment and management

Stago UK understands that certain goods and services may pose higher risks of modern slavery due to the types of activities being associated with established risk factors. That is why Stago UK is committed to having appropriate risk assessment and management processes in place to mitigate the effects of modern slavery within our business and supply chains.



Accordingly, we, as part of the Group, have implemented processes of assessment of our business and its supply chain, through the application of the Group Third Party Assessment Procedure. One of the aim of this assessment is to enable us to identify specific features of our operations and environment that present higher risks of slavery.

The Group and Stago UK Codes of Business Ethics

Stago International has an internal and external facing Global Code of Business Ethics (the “**Code**”), applicable to all employees (including officers, directors and managers) and business partners of the companies within the Group. This Code sets out its work ethos, and highlights fundamental requirements with respect to workers’ rights, respect of human rights, and in dealings with our business partners which promote honesty, integrity and to act with care and diligence.

The Code is applicable to Stago UK but it is also completed by a United Kingdom focused Code of Business Ethics for Stago UK (the “Stago UK Code of Business Ethics”), which is predominantly an internal facing document setting out the United Kingdom legal and regulatory requirements applicable to Stago UK employees.

The Code and the Stago UK Code of Business Ethics have been communicated to all employees of Stago UK and is readily accessible on the internet website of Stago UK. Employees were, and are required on joining Stago UK, to sign the Code and the Stago UK Code of Business Ethics UK and undertake to comply with their terms.

The Code and the UK Code of Business Ethics have been updated in April 2023 to ensure compliance with current applicable laws.

Ethics Committee and Compliance officer

A Group Ethics Committee has been created in 2017 at Stago International’s headquarters in Asnières-sur-Seine, France. This Group Ethics Committee is in particular in charge of implementing and managing the programs on ethics and compliance in the Group and appointing local Compliance Officer for the different entities within the Group.

Since 2017, a dedicated Compliance Officer is appointed by the Group Ethics Committee for Stago UK. The role of this Compliance Officer is to:

- act as a liaison for the Group Ethic Committee within Stago UK,
- coordinate the programs on ethics and compliance applicable to Stago UK,
- to help Stago UK employees resolve any questions or concern regarding the Code, the Stago UK Code of Business Ethics and other related matters; and
- to assist the business in dealing with any compliance issues that may arise.



Reporting and alert system

Each employee of Stago UK may alert the Compliance Officer or the Group Ethics Committee if they observe a breach of the Code or the Stago UK Code of Business Ethics or any applicable law or any type of behaviour which is contrary to the Act, using the Whistleblowing Mechanism detailed in Appendix of the Stago UK Code of Business Ethics.

The Group has implemented since 2017 an internal whistleblowing mechanism intended to compile employee-generated or business partners' reports of the existence of conduct or situations contrary to any applicable laws, the Code and Stago UK Code of Business Ethics and protect the employees who operate those reports. Stago UK Employees who report a concern in good faith about an alleged violation of the Code, the Stago UK Code of Business Ethics or any applicable law are protected from any form of disciplinary sanctions and retaliation and the confidentiality of their identity is guaranteed.

All concerns regarding modern slavery shall be addressed to the Compliance Officer and the Group Ethics Committee using the Whistleblowing Mechanism. The report may be made anonymously by any employee. In the context of modern slavery, we believe that this can be an important asset in assisting employees to raise issues if they perceive there to be a risk of modern slavery practices.

Our effectiveness in combating slavery and human trafficking

Stago UK will assess the effectiveness of its contractual obligations and internal processes via the following practices:

- regularly reviewing and updating Stago UK's standard contractual terms to include a requirement that the business partner aligns with our modern slavery obligations;
- implementing regular and systematic reviews of our business and supply chain operations with respect to modern slavery risks and practices;
- identifying and tracking whether our business partners can demonstrate to us their modern slavery awareness and due diligence processes;
- recording and assessing the nature and volume of any complaints or information about modern slavery risks through our established policy communication channels, including our whistleblowing mechanism, our Compliance Officer and our Group Ethics Committee;
- introducing an effective performance monitoring system using KPIs to monitor our growth in combatting modern slavery.

Training

Stago UK has implemented a training mechanism for employees in the United Kingdom to ensure a high level of understanding ethical business practices. A training session on the Code, the Stago UK Code



of Business Ethics and the preventions of corruption was delivered to all Stago UK employees by an external provider in 2017. All employees of Stago UK have then undertaken refresher e-learning regarding Anti-Bribery Awareness and Modern Slavery in 2023. The certifications of such trainings are available for two (2) years. Stago UK will therefore ask all its employees to renew the aforementioned e-learning in 2025.

Our plans for the future

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in the Stago UK supply chains, we intend to take the following further steps to combat slavery and human trafficking:

- Assessment of the efficiency of the Stago Group Third Party Assessment Procedure,
- Update of the Stago Group Code of Business Ethics and Stago UK Code of Business Ethics,
- Specific refresher training on the risks of modern slavery and human trafficking present in our business and its supply chains

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial years ending 31 December 2023 and 31 December 2024. This statement was approved by Leanne Annereau, General Manager and Board Director of Diagnostica Stago UK Limited, on 29th May 2025.

A handwritten signature in blue ink that reads "Leanne Annereau".

Leanne Annereau

Diagnostica Stago UK Limited

Date: 01.09.2025