

LI-COR Biosciences UK Ltd.
Modern Slavery and Human Trafficking Statement 2025

In accordance with the requirements of Section 54 of the Modern Slavery Act 2015, this disclosure and Statement covers the fiscal year of 27 October 2024 to 25 October 2025 and is made on behalf of LI-COR Biosciences UK Ltd and its parent companies and affiliates (collectively “LI-COR”). It has been reviewed and approved by the Executive Team.

1. Introduction and our Commitment

The Modern Slavery Act 2015 requires commercial companies supplying goods or services with a turnover of above £36 million to prepare and publish an annual “Slavery and Human Trafficking Statement” that sets forth steps the Company has and will take to ensure that slavery or human trafficking is not taking place in its supply chain.

LI-COR and its Directors are fully committed to ensuring that there is no slavery or human trafficking taking place in the business or in its supply chains and believes that such practices have no place in any modern business, including its own. LI-COR is therefore committed to ensuring that the principles and actions contained in this Statement are implemented throughout the Company and its activities, including throughout its supply chains.

As a Company, LI-COR is committed to only working with other businesses and suppliers who share its core values of acting fairly, with integrity and in an ethical way in all its business relationships. As a business that has suppliers across the globe, LI-COR is conscious that some of its partners may carry a risk with regard to modern slavery and human trafficking. Therefore, to translate the Company’s core values into action and to demonstrate its commitment to ensuring that modern slavery is not taking place in its supply chains, LI-COR has devised Purchasing General Terms and Conditions that it expects all suppliers to always comply with, along with all applicable laws, including the Modern Slavery Act 2015. If it becomes apparent that any supplier is not working in accordance with these Terms and Conditions, LI-COR will immediately investigate and if necessary, take appropriate action, including termination of its contract with them (see paragraph 4 below for further information).

2. What is Modern Slavery?

Modern slavery affects millions of people around the world and is a growing global problem that requires a global commitment from governments, businesses, and individuals to eliminate it. Modern slavery occurs where victims and vulnerable people, whether local or trafficked from abroad, are illegally forced to work against their will. This can occur in many different industries, including agriculture, hospitality, construction, retail, and manufacturing, among others.

3. LI-COR’s Company Structure

LI-COR has been “Impacting Lives through Science” since 1971 and is a global leader in developing and marketing innovative, high quality instrument systems used in the fields of biological and environmental sciences, climatology, molecular biology, and clinical research. LI-COR instruments, analysis software, and reagents are used in more than 100 countries, in studies ranging from global climate change to cancer research.

Building upon the strengths of its personnel, LI-COR has grown to include more than 550 employees at its locations in Lincoln, Nebraska, USA and Bourne, Massachusetts, USA, and subsidiaries in Bad Homburg, Germany, Cambridge, UK and Beijing, China. LI-COR is a privately held company and is ISO 9001:2015 certified.

Overall strategic responsibility for the management of modern slavery and the implementation of this Statement rests with the Executive Team. The Executive Team reviews the Company’s Statement on an annual basis to assess progress in dealing with the potential for modern slavery and human trafficking and whether the actions identified in the previous year’s statement have been delivered. From this review of progress to date, they identify what actions need to be addressed in the forthcoming fiscal year.

At the operational level, specific responsibility for training, implementing policies, carrying out risk assessments and conducting investigations where necessary, related to modern slavery and human trafficking rests with the Supply Chain Department. The Human Resources Department will ensure the Modern Slavery Policy is updated in LITMOS (our training software), but Supply Chain will assign and ensure employees are trained.

4. LI-COR Supply Chain

The LI-COR supply chain includes approximately 1,000 different companies, using 40 distributors in 41 different countries, who vary considerably both in size and the volume of business LI-COR does with them annually. New suppliers are subject to a strict internal review and approval process, and all suppliers are required to agree to and comply with LI-COR's Purchasing General Terms and Conditions before we do business with them. The Purchasing General Terms and Conditions bars modern slavery and requires that suppliers provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labor. Where a supplier violates the Supplier Code of Conduct, LI-COR will re-evaluate the business relationship and terminate it as appropriate.

5. LI-COR's Policies & Actions

LI-COR is committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business.

Considering our global supply chain, it is impossible for LI-COR to monitor all elements of its suppliers' supply chains. However, the Purchasing General Terms and Conditions ensures that uniform standards are applied, and we expect that our suppliers will meet these standards or be held accountable for non-compliance.

To ensure all suppliers comply with the Purchasing General Terms and Conditions and that suppliers do not engage in any form of modern slavery, LI-COR has undertaken the following steps:

- Suppliers are aware that the Company will conduct supplier audits as appropriate, if it receives information or has reasonable suspicions that there may be unacceptable practices taking place within the supply chain. No notice is necessary for such audits to take place.

To date, it has not been necessary to conduct any audits regarding modern slavery as there have been no incidents that have indicated the need to do so. However, the Company recognizes that this does not necessarily mean that there is not the potential for modern slavery and human trafficking to be taking place. It therefore reserves the right to conduct such audits at its discretion, even if there is no evidence to suggest that one is necessary, and it will continue to monitor the activities of its suppliers and their compliance with the Company's Purchasing General Terms and Conditions.

In addition to the Purchasing General Terms and Conditions, LI-COR has implemented the following policies that work to fight against modern slavery in its supply chain and its own business:

- **Guiding Business Principals:** The Company's Guiding Business Principals makes clear to employees the actions and behavior expected of them when representing the Company. LI-COR strives to maintain the highest standards of employee conduct and ethical behavior, including in the management of its supply chain. All LI-COR employees in the United States, Europe and the United Kingdom review the Guiding Business Principles during their initial training and must acknowledge the requirements.
- **Recruitment and Selection:** LI-COR has recruitment and people management processes that are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion once in our employment.

6. Training & other actions during 2024

During 2024, 12 employees completed training in modern slavery. These employees are members of our supply chain, sales and management teams. The training consisted of an online video reviewing:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available.
- how to identify the signs of slavery and human trafficking.
- what initial steps should be taken if slavery or human trafficking is suspected.
- how to escalate potential slavery or human trafficking issues to the relevant parties with the Company.
- what steps the Company should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chains.

7. Next Steps

As part of the Company's ongoing commitment to tackling potential modern slavery we will periodically review the effectiveness of the steps we have taken to ensure there is no slavery or human trafficking in our supply chains. This will form part of the Executive Team's annual review of the previous statement and its development and approval of the new statement for the forthcoming fiscal year but will be carried out more frequently if deemed necessary.

The annual training in the key principles of modern slavery and human trafficking will take place as usual and this year, is scheduled to commence in October 2025. The expectation is that all those employees required to undertake this training will do so.

8. Publication

In accordance with the Act, this Statement is published on the company's UK website, with a link in a prominent place on the UK homepage (the link 'Modern Slave Act Transparency Statement' will be used as recommended by the Home Office).

LI-COR reserves the right, at its sole discretion, to change, add, remove or modify any of the Company policies, including the above and foregoing policy. The official Policy is created and updated by the Supply Chain Department and maintained in the Human Resources Department.