

EUROFINS AUSTRALIA NEW ZEALAND HOLDING PTY LTD**MODERN SLAVERY STATEMENT FOR THE FINANCIAL YEAR ENDING 31 DECEMBER 2021**

This modern slavery statement is made pursuant to section 13 of *the Modern Slavery Act 2018* (Cth) by Eurofins Australia New Zealand Holding Pty Ltd (ACN 612 485 819) (the **Company**) for the financial year ending 31 December 2021. The Company and all of its subsidiaries and related bodies corporate are referred to in this report as the Eurofins network of companies in Australia (**Eurofins Australia**).

Our Commitment

Eurofins Australia has a zero tolerance approach to any form of human abuse and exploitation, be it slavery, servitude, forced or compulsory labour, whether adult or child, as well as human trafficking. Eurofins Australia is committed to creating and enforcing effective systems and controls to safeguard against any form of modern slavery, which could potentially be taking place within the Eurofins Australia business or its supply chains.

Our Structure

Eurofins is a decentralised group of international life sciences companies with over 58,000 staff in 900 laboratories over 54 countries, which provides a unique range of analytical testing services to clients across multiple industries. Eurofins is world leader in food, environment, pharmaceutical and cosmetic products testing and in agrosience CRO services. It is also one of the global independent market leaders in testing and laboratory services for genomics, discovery pharmacology, forensics, advanced material sciences and for supporting clinical studies.

Eurofins Australia consists of a group of private companies controlled and owned by Eurofins Scientific S.E., a company listed on the Euronext Paris.

Our Australian Operations

In 2021, the Eurofins Australia's main operations in Australia relate to the collection and transport of samples, operation of sample receipt locations, the operation of analytical testing labs, the storage and distribution of testing equipment and consumables, and providing contract research organisation services. Eurofins Australia is focused on providing the following services:

- Agrosience Services and Testing;
- BioPharma Product Testing;
- Consumer Product Testing;
- Environment Testing;
- Food Testing;
- Technologies; and
- Water Testing.

Across approximately 20 locations in Australia, Eurofins Australia employs approximately 650 employees, who have a diverse range of skills and a strong team culture aligned with our Vision, Mission, Values and our Leadership Charter.

Our Supply Chain

Eurofins Australia's supply chain is extensive and includes:

- direct and indirect suppliers of goods and consumables to the group that are used to operate analytical testing labs and provide services to our customers, including but not limited to:
 - analytical testing equipment and consumables;
 - chemicals used in our test methods;
 - sample and test kits;
 - uniforms and specialist safety equipment;
 - ICT hardware and software;
- installation and support of laboratory information management systems;
- service providers that assist the group to operate its business and perform services for its customers, including but not limited to:
 - recruiting and labour solutions;
 - cleaning, security, maintenance and construction;
 - engineering, IT, marketing, health and other professional support services;
- financial institutions and insurers;
- landlords under leases or licensing arrangements;
- utilities and other providers of water, electricity, gas and other fuels; and
- regulatory and other bodies that provide the licences and certifications the group needs to operate and supply goods and services to its customers.

The majority of suppliers within Eurofins Australia's direct supply chain are incorporated in Australia or have significant operations here.

Our assessment of Modern Slavery risks

The nature of Eurofins Australia's business requires engagement of highly-skilled staff, whether office, laboratory, auditor, inspector or other. As a result, we do not perceive a systemically high modern slavery risk in our own Australian operations.

At the same time, we recognise that the risk of modern slavery exists, in various ways, in all countries and sectors and across supply chains. Eurofins Australia recognises that there is a risk that its operations and supply chains have the potential to cause, contribute to, or be directly linked to modern slavery practices such as where:

- suppliers adopt certain strategies to reduce labour costs;
- suppliers are based in jurisdictions with relaxed labour and safety regulations, or limited enforcement capabilities; and
- providers of low value high volume support services adopt certain strategies to be competitive in highly price competitive sectors (for example cleaning services and offshore support services).

Therefore, we take steps to understand and address this risk in our own operations as well as our supply chains.

Our actions to assess and manage Modern Slavery risks

Eurofins Scientific S.E. has been a reporting entity pursuant to section 54 of the *Modern Slavery Act 2015* (UK) since 2019. The Eurofins international group has in that time developed and implemented

a range of policies and procedures which are used to assess and manage modern slavery risks. Such policies include but are not limited to:

- Eurofins Group Equal Opportunities and Fair Employment Policy;
- Eurofins Group Health and Safety Policy;
- Eurofins Group Supplier Code of Ethics; and
- Eurofins Whistleblowing Guidelines and reinforced procedures.

The Eurofins Group Supplier Code of Ethics has a separate section devoted to slavery, human trafficking and human rights, and the suppliers are specifically required to comply with the *Modern Slavery Act 2015* (UK) as well as with all other applicable local laws relating to forced and child labour, wages and benefits, and freedom of movement and association. Where local laws are of a lower standard than the International Labour Organisation's (ILO) principles and standards (where applicable), the Group requires that its suppliers comply with the ILO principles and standards as basic requirements.

The Eurofins Group Supplier Code of Ethics will be incorporated into the General Terms of Purchasing by reference, and every supplier shall commit to complying with the principles set in the Code. Eurofins Australia's direct suppliers will have to ensure that any sub-contractors, agents or third parties engaged by them in support of the Eurofins Australia business also comply with the principles set out in the Code.

The Eurofins Scientific Group has available a point of contact for reporting concerns about any form of malpractice or wrongdoing, including any modern slavery concerns, in relation to any entity within the Group or its supply chain. The Whistleblowing Contact is monitored by an independent external legal counsel to ensure confidentiality and to operate at the highest level of trust. The reporting line is available for all Eurofins Scientific Group employees, contractors as well as external stakeholders, such as customers, suppliers or other third parties.

At a local level, the focus of Eurofins Australia during the reporting period was on improving its understanding and capabilities to identify potential modern slavery risks in its operations and supply chains. The key actions undertaken in 2021 to identify, assess and address modern slavery risks within Eurofins Australia's operations and supply chain were:

- establishing a Modern Slavery working group to understand and identify modern slavery risks that might exist within the Group's operations and its supply chains;
- liaising with Eurofins' international Group Compliance function to further implement Eurofins' global measures to identify and eliminate modern slavery risks;
- engage with external subject matter experts; and
- responded in detail to a number of questionnaires from customers and stakeholders.

No incidents of modern slavery-related practices were reported during the reporting period.

Our assessment of the effectiveness of actions

Eurofins Australia continues to review its procedures for assessing the effectiveness of its actions to both assess and address modern slavery risks within its operations and its supply chain.

During the reporting period Eurofins Australia assessed the effectiveness of its actions through:

- meetings of its Modern Slavery working group to review existing policies and procedures, and the implementation of global policies and procedures;
- recording the number of modern slavery breaches reported through the Eurofins Scientific Group's whistleblower hotline and other reporting channels;
- recording the number of Eurofins Australia employees that have completed Eurofins Group Code of Ethics training and signed a declaration to confirming their commitment to the Code;
- responding to any concerns raised by customers in response to Eurofins Australia's actions to identify and address modern slavery risks.

Our proposed actions in the next reporting period

During the 2022 reporting period Eurofins Australia will endeavour to:

- ensure that the Modern Slavery working group convene no less than 2 meetings;
- map Eurofins Australia's supply chain in more detail to identify higher risk suppliers who source product or services from identified high risk countries or regions;
- implement a due diligence questionnaire for those suppliers identified as being within a 'high risk' category;
- introduce compliance sign-offs from key suppliers;
- develop and provide training to all members of Eurofins Australia's executive management team, and procurement team to enable them to identify and report modern slavery risks and breaches;
- include a modern slavery section as part of Eurofins Australia's compliance reporting; and
- further engage with Eurofins Scientific Group's compliance function to further implement Eurofins' global measures and implement best practices.

Our consultation within the Eurofins Australia group

Eurofins Australia operates a centralised support function that assists all companies within the Eurofins Australia group. In preparing this Statement members of the Modern Slavery working group engaged with the board of directors of the Company prior to and throughout the reporting period, collaborating with Eurofins Australia's various support functions (including HR, Procurement, and Finance), discussions with management and ensuring directors of all reporting entities covered by this Statement were satisfied with its contents.

This Statement is made for the financial year ending 31 December 2021.

This Statement was approved by the board of Eurofins Australia and New Zealand Holding Pty Ltd (ACN 612 485 819) on 30 June 2022.



Sarah Thevenet

Director

Eurofins Australia and New Zealand Holding Pty Ltd (ACN 612 485 819)

30 June 2022