



THERMO FISHER SCIENTIFIC INC: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2020

Thermo Fisher Scientific is fully committed to acting ethically and with integrity, combatting slavery and human trafficking across our global operations.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and the reporting requirements under the Australian Modern Slavery Act 2018 (Cth) (the "Acts") and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020. It is intended to provide our customers, stakeholders and investors with information on the systems and controls that we implement to ensure slavery and human trafficking is not taking place in our supply chain.

Our previous Modern Slavery and Human Trafficking statements are available [here](#).

Organization Structure

Thermo Fisher Scientific Inc., as parent company of the Thermo Fisher Scientific group of companies ("Thermo Fisher Scientific" or the "Group"), issues this statement on behalf of itself and each of its global subsidiaries that are subject to the Acts and, in particular, its UK and Australian subsidiaries listed in the Appendix.

Thermo Fisher Scientific Inc. (NYSE: TMO) is the world leader in serving science, with annual revenue exceeding \$30 billion. Our Mission is to enable our customers to make the world healthier, cleaner and safer. Whether our customers are accelerating life sciences research, solving complex analytical challenges, improving patient diagnostics and therapies or increasing productivity in their laboratories, we are here to support them. Our global team of more than 80,000 colleagues delivers an unrivaled combination of innovative technologies, purchasing convenience and pharmaceutical services through our industry-leading brands, including Thermo Scientific, Applied Biosystems, Invitrogen, Fisher Scientific, Unity Lab Services and Patheon.

For more information, please visit [here](#).

Our Policies

Thermo Fisher Scientific is committed to ensuring that we conduct our global business with respect for human rights and in compliance with applicable laws and fair labor practices, as evidenced by the following policies:

- [Supplier Code of Conduct](#)
- [Global Equal Employment Opportunity and Human Rights Policy](#)
- [Conflict Minerals Statement](#)
- [Code of Business Conduct and Ethics](#)

Our Internal Policies on Slavery and Human Trafficking

Thermo Fisher Scientific is committed to ensuring that our suppliers are aware of their obligations and our position in relation to modern slavery or human trafficking across our global business and operations. Our Code of Business Conduct and Ethics (the "Code") reflects our commitment to acting ethically and with integrity in all our business relationships. All employees receive compulsory annual training on the importance of acting ethically and with integrity in every area of our business. Any employee who observes or suspects a violation by the Company of any law, regulation, or the Code, is

expected to contact a member of the Company's Legal Department or to use Thermo Fisher Scientific's Ethics Hotline.

The Ethics Hotline is available to all employees to raise all forms of concern they may have, anonymously if requested, including those relating to human rights issues. Reports to Thermo Fisher Scientific's Ethics Hotline of violations of law, the Code, or other Thermo Fisher Scientific policies are rigorously investigated.

Our Supply Chain

Through our supply chain, we source components that are used both at Thermo Fisher Scientific facilities and by our external partners to manufacture our products. We purchase goods and services from thousands of suppliers around the globe. As a result, our supply chain is global and complex.

Thermo Fisher Scientific is committed to implementing effective systems and controls to ensure that our suppliers recognize our position in relation to compliance with all applicable laws and regulations, including those relating to the prohibition of slavery and human trafficking.

Thermo Fisher Scientific has four key corporate values - Integrity, Intensity, Innovation, and Involvement. These four values form the foundation of our business, and Thermo Fisher Scientific expects that our suppliers hold these same values.

More information about our supply chain can be found [here](#).

Supplier Code of Conduct

Our Supplier Code of Conduct outlines expectations that we have for all of our suppliers. These are in line with our corporate values and include:

- prohibitions on use of child labor, as described in Minimum Age Convention 138 and Worst Forms of Child Labor Convention 182 of the International Labor Organization;
- prohibitions on forced labor/prison labor, as described in Article 2 in the Forced Labor Convention 29 and Article 1 in the Abolition of Forced Labor Convention 105 of the International Labor Organization;
- compliance with all applicable labor laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor or human trafficking;
- requirements for our suppliers to provide to us all information or material required to enable Thermo Fisher Scientific to ensure compliance with such laws, rules, and regulations; and
- commitments to responsible sourcing practices (including taking appropriate health and safety measures, acting in an environmentally responsible manner and commitments to diversity and inclusion).

Supply Chain Due Diligence, Risk Assessment and Management

We have a zero tolerance policy to slavery and human trafficking within our supply chain. We have robust supply chain due diligence and audit processes in place as part of our corporate commitment to supply chain compliance and, in particular, responsible sourcing of materials used in our products. Further details are available for review [here](#).

We continue to conduct detailed risk assessments, working with our Global Sourcing function and a third party partner, Assent Compliance Inc. ("Assent"), to identify the suppliers that we believe are exposed to the highest risk of modern slavery and human trafficking.

In 2020, we retained general focus on reviewing, via Assent, suppliers in countries which, according to the [Global Slavery Index](#), have high rates of forced labor practices. We focused specifically on

significant suppliers in Asia-Pacific and India. In these higher risk countries, we conducted diligence utilizing a questionnaire based on the Slavery and Trafficking Risk Template (“STRT”). This is a standard template that was created by the Social Responsibility Alliance and is used by more than 10,000 companies as part of their supplier governance programs.

We also expanded our diligence processes for suppliers to our Fisher Scientific business, a sales channel for a large number of third party manufacturers as well as our internally manufactured products. Fisher Scientific worked during 2020 to ensure a targeted approach to higher risk supplies. By way of example, when procuring higher risk PPE products (including nitrile gloves), for which there was increased demand during the COVID-19 pandemic, Fisher Scientific mandated the provision of documentary evidence substantiating that the manufacturing locations utilized for the products in question were properly operated in accordance with International Labor Organization Standards.

In addition to diligence efforts led by Assent and our Global Sourcing function which specifically target higher risk jurisdictions and categories of product, we employ EcoVadis SAS (“EcoVadis”) to assess the ethics, environmental practices and labor & human rights status of direct suppliers across the world with whom we have a material spend. This initiative will see EcoVadis target the top 80% of our direct sourcing spend by 2025. While not uniquely focused on forced labor, we are able to obtain useful indicators of responsible practices via this diligence. We are also working with EcoVadis on a two year plan to develop new mechanisms for assessing risk in higher risk geographies.

Training

Compliance training is regularly undertaken by all employees. All directors, officers and employees of Thermo Fisher Scientific are also responsible for reviewing the Code and confirming annually that they will comply. In addition, all employees are given annual training on specific Code elements to ensure they have a complete understanding of what is expected of them.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide additional training to our procurement staff. We also require our business partners to provide training to their own staff, suppliers and providers.

Following on from our 2019 supplier training initiatives, we continued to work with Assent to deliver enhanced compliance training, including targeted sessions delivered in local language to 65 key suppliers in Asia-Pacific. We will continue to work with Assent to leverage existing training materials and to roll out new initiatives in higher risk countries.

Our effectiveness in combatting Slavery and Human Trafficking

In order to maintain and continually improve supplier and subcontractor performance we:

- share best practices and work with our key suppliers and subcontractors to eliminate or reduce supply chain risks;
- have implemented a set of guidelines for suppliers and subcontractors, which address social and environmental issues such as child labor, slavery and human trafficking, freedom of association and hazardous substances; and
- monitor and work to improve supplier diligence response rates via targeted initiatives.

Our actions as described above support the Thermo Fisher Scientific long-term commitment to respect the human rights of all people and to improve the quality of life in the communities we serve.

Signed on behalf of Thermo Fisher Scientific Inc.



Michael Boxer

Senior Vice President and General Counsel

Appendix

Thermo Fisher Scientific Inc. significant UK subsidiaries

FEI UK Limited
Fisher Clinical Services UK Limited
Fisher Scientific UK Limited
Life Technologies BPD UK Limited
Life Technologies Limited
Oxoid Limited
Patheon UK Limited
Thermo Electron (Management Services) Limited
Thermo Electron Manufacturing Limited
Thermo Fisher Diagnostics Limited

Thermo Fisher Scientific Inc. significant Australian subsidiaries

All reporting entities in Australia operate under the governance of the board and Senior Leadership Team of Thermo Fisher Scientific Australia Pty Ltd, who have been given the opportunity to consider and provide comments on this statement prior to publication.

App-tek International Pty Ltd
Dionex Pty Ltd
FEI Melbourne Pty Ltd
FEI Australia Pty Ltd
Fisher Scientific Australia Pty Ltd
Life Technologies Australia Pty Ltd
Lomb Scientific (Aust) Pty Ltd
Microgenics Diagnostics Pty Ltd
Oxoid Australia Pty Ltd
Patheon Biologics Australia Pty Ltd
Technology Design Solutions Pty Ltd
Thermo Electron Pty Ltd
Thermo Fisher Scientific Australia Pty Ltd
Thermo Gamma-Metrics Holdings Pty Ltd
Thermo Gamma-Metrics Pty Ltd
Thermo Trace Pty Ltd