



July 2020

MODERN SLAVERY TRANSPARENCY STATEMENT

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes LGC’s modern slavery and transparency statement for the financial year ending 31 March 2020, covering LGC Limited and LGC Genomics Limited.

Statements from years 2016 to (and including) 2019 can be viewed [here](#).

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 a leading international life sciences tools business providing products and services to customers in a wide range of markets. We provide a comprehensive range of reference materials, proficiency testing schemes, genomics reagents and instrumentation, as well as research and measurement 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, operates out of 19 countries and employs more than 3500 people worldwide. Our origins can be traced back to 1842 when the Laboratory of the Board of Excise was founded. We are the UK National Measurement Laboratory and Designated Institute for chemical and bio-measurement and have been home to the UK’s Laboratory of the Government Chemist for more than 100 years. Following the recent sale of LGC this year, our business is now owned by funds affiliated with a consortium jointly led by Astorg, Cinven and ADIA.

3. Our policies and practices

At LGC, “integrity” and “respect” are two of our core values. Many of our 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 LGC’s Code of Ethics and underpinning policies on: Equality & Diversity; Resourcing; Employing Overseas Nationals; as well as processes for supplier selection and diligence. LGC personnel are accountable for compliance with company policies and procedures which includes a requirement to ensure LGC operates in compliance with the law.

LGC’s Supplier Code of Conduct, a document which outlines the standards which LGC expects its suppliers to adhere to and provides reassurance to LGC on its suppliers compliance policies and procedures, including those related to modern slavery. LGC expects to work with suppliers that adhere to our core values in all business transactions and all suppliers are required to commit to the Supplier

Code of Conduct as a condition of doing business with LGC. All suppliers are contractually obliged to communicate their obligations under the Supplier Code of Conduct to their employees and subcontractors.

LGC continues to operate 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 assessed to determine the scope and need for an investigation.

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 chain continues to be low. LGC is a global business and has a global supply chain. As a consequence of the highly specialised nature of our businesses, the vast majority of LGC's suppliers are located in low risk sectors and geographies and LGC typically seeks to engage with strategic suppliers only. Our suppliers are predominantly based in the UK, EU, United States of America and Australia. As part of LGC's initiative to identify and mitigate risk, we conduct due diligence, including financial checks on all new suppliers, 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. In 2019, LGC introduced and deployed an improved capability for counterparty checking across the business. This capability provides LGC with a dynamic solution that facilitates live counterparty checking at each stage of the transactional process to ensure LGC's continued compliance with applicable laws and regulations when transacting with our partners and customers.

In addition to complying with the LGC Supplier Code of Conduct, all suppliers are required to comply with all applicable laws in the provision of products and services to LGC. We typically reserve the right to conduct supplier audits to underpin these requirements.

5. Training

LGC continues to periodically deliver training on counterparty checking of both customers and suppliers to LGC personnel in a systematic and targeted manner, as informed by LGC's risk assessment processes. We launched compulsory training to all employees on anti-bribery and corruption in 2019 and on export controls in May 2020. We continue to review on-going compulsory compliance training offered to employees to ensure compliance with applicable laws, including those in connection with modern slavery.

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 remain committed to integrating our businesses with uniform policies and procedures which highlight and educate our personnel 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 has been approved by the Board of LGC Limited, LGC Genomics Limited and their parent company, Loire UK Holdco Limited, in compliance with the Act. It was approved by the Board of Loire UK Holdco Limited on 3 July 2020.

T M Robinson
Chief Executive Officer of LGC
8 July 2020