R-BIOPHARM RHÔNE LTD

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

R-Biopharm Rhone are committed to improving our practices to combat modern slavery and human trafficking.

OUR BUSINESS

R-Biopharm Rhone are a manufacturer and Distributor of diagnostic tests for the food and healthcare industries. We have 68 employees and are based in the UK. Our products are exported all over the world and are sold through a network of Distributors and sister Companies. R-Biopharm Rhone is a subsidiary of R-Biopharm AG of Darmstadt, Germany, whose own policies, practices and statements can be found on their website at www.r-biopharm.com

OUR SUPPLY CHAINS

R-Biopharm Rhone's supply chains include the import of completed Diagnostic tests from our parent Company and a sister Company based in Australia. We also purchase raw materials for manufacture of our own Diagnostic tests that include antibodies, laboratory chemicals and plastic components. We only use reputable suppliers and the supply chain is reviewed regularly through questionnaires and audits.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we train all current and new staff to raise awareness, understanding and ability to identify modern slavery and risks associated with it. We ask our suppliers to share with us their policies and procedures to prevent, combat and identify modern slavery in their supply chains. In order to prevent risk to our own people we pay at least the minimum wage, we build in breaks, holidays and leave policies to our employment contracts. We give colleagues opportunities to develop their skills and build careers and have been awarded Investors in People Platinum as a result. In 2024 we were nominated by Investors in People as UK Employer of the year and made the last 20 Companies. We are a Carbon neutral Company and have been audited to ISO 14068; we applied for Scottish Environment Company of the Year in 2024 and made the last 4.

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We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place a supply chain compliance programme. This consists of: Supplier Questionnaires, the responsibility for these questionnaires lies with the Quality Department and ultimately with the Managing Director and supplier audits.

TRAINING

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 training to our staff.

We also require our business partners to provide training to their staff and suppliers and providers.

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 year ending 31st December 2025.

SIGNATURE DIRECTOR



Managing Director
R-Biopharm Rhone Limited
5th March 2026

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