



WolfLabs

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Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Wolf Laboratories Limited (herein known as Wolflabs) has taken and is continuing to take to ensure that slavery or human trafficking is not taking place with our business or supply chain. The term “modern slavery” used in this statement includes slavery, servitude, any type of force or compulsory labour and human trafficking. Wolflabs has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

This statement relates to actions and activities during the financial year 1st January 2024 to 31st December 2024.

Organisational structure and supply chains

Wolflabs is a UK private limited company, supplying laboratory equipment since it was founded in 1995. Over the years we have built solid relationships with both our customers and suppliers, with a reputation for providing value for money with an emphasis on customer service and sustainability. We are a key supplier on a number of UK public sector frameworks.

We partner with many of the leading names in the industry, which can be found here on our website: <https://www.wolflabs.co.uk/manufacturers>

Our approach to Modern Slavery

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a long-standing commitment towards ethical, social, and environmental responsibility within our business. We comply with all applicable laws relating to working terms and conditions, including pay, and we place great emphasis on the fair and equal treatment of all our staff.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We have robust procedure for recruiting and onboarding casual, temporary, part-time, and full-time personnel, underpinned by appropriate provisions in the relevant contractual documentation.
- We ensure all our employees have the right to work in the UK, and we take copies of original documentation to ensure this. We never hold or withhold employees or agency workers original documentation i.e. passport, birth certificate, driving licence, visa etc.
- We do not employ children, as defined in the Children and Young Persons Act 1933.
- All employees undertake training on understanding, detection, and prevention on modern slavery as part of our onboarding process, then again on an annual basis at a minimum.

Policies for this include:

1. Equal Opportunities / Bullying & Harassment Policy
 2. Modern Slavery Act & ETI Base Code
 3. Trade Union and Labour Relations (Consolidation) Act 1992 document
 4. Supply Chain Compliance
- We are committed to engaging with our suppliers to address the risk of modern slavery in our operations and supply chain. As part of our supply chain vetting procedures, we assess the ability of the prospective supplier to manage the risk posed by Modern Slavery based on their own policies and procedures. We take a risk based approach to our contracting processes and keep them under

review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.

- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships

Future steps and continued commitment

Over the next 12 months we will:

- Continue to work with our partners to better understand their processes and policies to prevent modern slavery within their organisations and supply chains.
- Continue to enhance our capacity to identify, prevent and mitigate any actual or potential impacts in this field.
- Continue to assess the effectiveness of the measures we take via our KPI's
- Regularly review and refine our policies and procedures in relation to modern slavery.

Jenny Foss
Operations Director
Wolf Laboratories Limited
Date: 26th February 2025