

Modern Slavery Statement

Throughout this statement, 'modern slavery' refers to all forms of forced labour, child labour and human trafficking.

25 May 2024

Introduction from the Chief Financial Officer

Modern slavery remains an unfortunate reality of societies across the world. At Quotient Sciences Limited (**Quotient**) we are proud to confirm our commitment to maintaining ethical and transparent employment practices which are at the very heart of our corporate values. The Modern Slavery Act 2015 brought into law policies that have been the foundations of Quotient's fair employment policies since the Company's inception in 1990.

Quotient is committed to ensuring that all of its suppliers and subcontractors are also fully compliant with Quotient's own internal policies and the law to ensure that we are doing all we can to combat slavery and human trafficking around the world. Therefore, Quotient strives to perpetuate throughout its supply chain a corporate culture free from modern slavery and any other unfair, unethical or illegal employment practices.

Organisation's Structure

Quotient are a provider of early phase clinical research, drug manufacturing, formulation development and data analysis services in the pharmaceutical development sector with a head office in the United Kingdom. Throughout our group we have over 1100 employees worldwide and operate throughout Europe and North America.

Quotient has an annual turnover in excess of £36 million.

We recognise that our supply chains present the biggest risk of modern slavery and we set out below the steps we have taken to address this risk.

Our Supply Chains

Our supply chains include providers of:

- clinical trials and drug manufacturing equipment including but not limited to medical apparatus, peripherals and other chemistry wares;
- specialised, industry specific equipment and technologies; and
- clinical trial specific human sample analysis.

Our Policies on Modern Slavery

We are committed to ensuring that there is no modern slavery in our supply chains or in any part of our business. Our anti-slavery ethos 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, child labour and human trafficking is not taking place anywhere in our supply chains or in any part of our business. We have in place a Child and Forced Labor Prevention Policy.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk to ensure that no form of involuntary labour occurs in our supply chains or in any parts of our business, 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; and
- enable our employees to report concerns via a whistleblowing mechanism.

Supplier Adherence to Our Values

Quotient has zero tolerance to modern slavery. We expect all those in our supply chain comply with our values and encourage a culture of transparency on such matters.

In 2021 we launched a Supplier Code of Ethics and Conduct which makes explicit our expectation that our suppliers adhere to the highest standards of business ethics, including zero tolerance of modern slavery, that employment should be freely chosen, and child labour will not be used.

The Supplier Code of Ethics and Conduct is supported by our Sustainable Procurement Policy which further details our expectations in this area.

Copies of both documents can be found on the relevant section of our website: [Suppliers \(quotientsciences.com\)](https://quotientsciences.com).

We have a number of departments involved in ensuring that our suppliers meet our standards, including:

- Legal Affairs;
- Human Resources; and
- Quality Assurance.

Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- all suppliers are validated against Quotient's quality management system;
- key suppliers are audited and profiled as required;
- the Company uses a sophisticated payroll system; and
- monitor the number of whistleblower cases on forced labour (zero for 2021, 2022 and 2023).

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 to 31 December 2023.



Des Glass
CFO
Quotient Sciences Limited