



NEB UK MODERN SLAVERY ACT STATEMENT (“STATEMENT”)

New England Biolabs (U.K.) Limited (“**NEB UK**”) is committed to furthering the protection and advancement of human rights globally and supports the elimination of forced and compulsory labour and human trafficking. In addition, NEB UK and its associated third parties must comply with all applicable child labour laws.

Introduction

NEB UK’s parent company is New England Biolabs, Inc. (“**NEB Inc.**”) headquartered in Ipswich, Massachusetts, USA. NEB Inc.’s subsidiaries include NEB UK, New England Biolabs (Australia) Pty Ltd., New England Biolabs Ltd., New England Biolabs (Beijing) Ltd., New England Biolabs France, New England Biolabs GmbH, New England Biolabs Japan, Inc. New England Biolabs, Pty. Ltd., and Fluorogenics Limited (altogether the “**Group**” including NEB Inc. or “**NEB**”). The Group has over 600 employees worldwide and the international distribution of the Group’s products is serviced by the Group and our international network of distributors and affiliates across 67 jurisdictions.

NEB is a recognised world leader in the discovery, development and commercialisation of recombinant and native enzymes for genomic research.

NEB is renowned for consistently providing exceptional product quality and unsurpassed technical support for over four decades. NEB is a provider of research products of the highest purity and lyophilisation services to the worldwide scientific community, and supports this dedication with extensive quality control testing, a commitment to customer service and an intensive research and development program.

NEB UK Business

NEB UK operates out of one sole location in Hitchin, Hertfordshire. NEB UK has responsibility for sales, marketing and distribution of NEB Inc. branded products across the UK, parts of Europe and the Middle East. Being a UK registered company, NEB UK trades under UK law, supplying to both life science research and industrial biotech markets.

NEB UK’s Supply Chain

NEB UK’s only product supplier is its parent company, NEB Inc. and it does not purchase stock from any other Group company or third party.

NEB Inc. maintains a Policy Prohibiting Trafficking in Persons in compliance with the United States (“U.S.”) Federal Acquisition Regulation (“FAR”) 52.222-50, Combating Trafficking in Persons. NEB Inc. is committed to protecting and advancing human rights in all aspects of its operation and global business practices. NEB Inc. supports the U.S. government’s policy prohibiting trafficking in persons including the trafficking-related activities set forth in FAR 52.222-50. As such, NEB Inc. strictly prohibits its employees and all of its contractors and agents from: engaging in trafficking in persons; procuring commercial sex acts; using forced labour; destroying, concealing, confiscating, or





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otherwise denying an employee access to the employee's identity or immigration documents; using misleading or fraudulent practices during the recruitment of employees or offering of employment; using recruiters that do not comply with local labour laws of the country in which the recruiting takes place; charging employees recruitment fees; if required by law or contract, failing to pay return transportation to employees brought into a foreign country to perform work for the U.S. federal government; if required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; or, if required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands. NEB Inc. encourages its employees and contractors to report any activity or condition that may violate the NEB Inc. Policy Prohibiting Trafficking in Persons or the requirements of FAR 52.222-50 and provides mechanisms for reporting in confidence and without retaliation.

As set forth in NEB Inc.'s Terms and Conditions of Purchase and other similar purchase agreements, NEB Inc. requires its suppliers and other third parties who support a U.S. government funded procurement contract to also comply with FAR 52.222-50. Further, FAR 52.222-50 requires NEB Inc. to take appropriate action, up to and including termination, against its employees, suppliers and other third parties who conduct business contrary to the regulation's requirements.

NEB UK's Policies on Slavery and Human Trafficking


NEB UK is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of NEB UK's business.

This Statement reflects NEB UK's commitment to acting ethically and with integrity in all of its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in NEB UK's supply chain.

NEB UK has various relevant policies – including its Corporate and Social Responsibility Policy, Anti-Bribery and Corruption Policy and Equal Opportunities Policy - which set forth NEB UK's expectations regarding ethical and responsible business conduct, including standards relating to fair treatment and diversity, protections for ensuring a humane workplace, and prohibitions against the use of child and trafficked labour.

In accordance with NEB UK's Whistleblowing Policy, employees are required to promptly report any known or suspected violation of NEB UK's policies (including those set out above) or other illegal or unethical behaviour or business practice.

This Statement is published in accordance with the UK Modern Slavery Act 2015. It sets out the steps that NEB UK has taken to prevent slavery and human trafficking in any of its supply chain and in any part of its own business.

Signed 
Name: Davin Miller

Date 20/12/22
Position: General Manager

