

UK Modern Slavery Statement

This Modern Slavery Act Statement (the “Statement”) relates to the fiscal year ending 31 December, 2024 for the Sartorius Group. (“Sartorius”), is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and outlines the steps we have taken to assess our operations and supply chain and mitigate the risks of slavery and human trafficking. It is also made on behalf of all subsidiaries incorporated in the UK within the Sartorius group of companies (the “Sartorius Group”) who are required to make a statement pursuant to the Act:

- SARTORIUS UK Ltd
- SARTORIUSSTEDIM UK LTD
- SARTORIUS STEDIM LAB Ltd
- SARTORIUS STEDIM CROMATOGRAPHY SYSTEMS Ltd
- TAP BIOSYSTEMS GROUP LTD
- THE AUTOMATION PARTNERSHIP (CAMBRIDGE) Ltd
- SARTORIUS ALBUMEDIX Ltd
- SARTORIUS STEDIM BIOOUTSOURCE Ltd

The Republic of Ireland has similar legislation, primarily the Criminal Law (Human Trafficking) Act 2008, as amended by the Criminal Law (Human Trafficking) (Amendment) Act 2013 and as such, this statement is to be read as applying to the following entities.

- SARTORIUS IRELAND Ltd
- SARTORIUS STEDIM IRELAND Ltd

This Statement will be reviewed and updated annually and has been approved by the Board

The Sartorius Group is a signatory of the United Nations Global Compact and is committed to implementing the Ten Principles of the Global Compact in the areas of human rights, labour, environment, and anti-corruption. Sartorius respects and supports the implementation of the values of the International Charter of Human Rights, particularly the Universal Declaration of Human Rights, the OECD guidelines for Multinational Enterprises and International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work. We expect our business partners and especially our suppliers to act in a similar way.

About Sartorius:

Sartorius is a leading international technology partner primarily to the biopharmaceutical and research sector. With innovative products and services, Sartorius is helping its customers across the entire globe to implement complex and quality-critical bio-manufacturing and laboratory processes reliably and economically.

The Group of companies are united under the roof of Sartorius AG, which is listed on the Frankfurt Stock Exchange.

Our commitment to the principles of the Modern Slavery Act 2015

We are an equal opportunities employer, fully committed to creating and ensuring a non-discriminatory, inclusive, and respectful working environment for all our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We recognise that, as a purchaser of goods and services, we have the opportunity to influence good practices in the employment of people by other organisations.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Here are the steps the Sartorius has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

Sartorius Code of Conduct for Business Partners

Sartorius not only supplies high-quality products, but also does so in a manner that reflects the corporation's mission and commitment to conducting its business activities in compliance with the prevailing laws in a humane, socially responsible, and sustainable way, which is summarised in the 'Code of Conduct for Business Partners'.

Compliance with International Social and Environmental Standards

Sartorius suppliers are required to uphold international agreements and guidelines, including the Universal Declaration of Human Rights, the conventions of the International Labour Organization (ILO) and the United Nations Global Compact, which are captured in 'Declaration of Respect for Human Rights'

The relevant standards are available on the United Nation's website: www.un.org.

Suppliers are required, among others, to ensure:

- Prohibition of any form of forced labour, slave labour or human trafficking
- Prohibition of child labour and any form of exploitation of children
- Fair treatment and equal opportunities
- Remuneration to meet legal minimum wage and/or industry standards
- Health and Safety in the Workplace
- Environmental Protection

Should Sartorius find any evidence that these codes have been violated by a Supplier, it will undertake to prosecute any breaches by suitable means.

Compliance and Training

Sartorius ensures that the members of its individual boards, executives and employees comply with all legal regulations and codes and perform their activities in accordance with the company's internal rules and guidelines. Targeted training and awareness raising prevent any misconduct, as well as economic damage and loss of image.

Sartorius makes every effort to ensure optimal risk management by using a combination of approaches: a preventive compliance approach designed to proactively stop any potential breaches before they occur and a repressive compliance approach intended to continuously monitor compliance with the company's rules. These processes are closely intermeshed, creating a standardized compliance management system that aims to offer the best possible protection against potential violations of rules and regulations. Sartorius has developed a Code of Conduct as a preventive component of its compliance management system and has committed to an Anti-Corruption Code. An internal system is available for reporting any suspicious circumstances involving potential compliance violations.



Mark Kalinowski