

## **Judges Scientific plc Modern Slavery Act statement**

Judges Scientific supports the provisions set out in the Modern Slavery Act (“the Act”) and, endorses the core requirements of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We do not tolerate practices which contravene these international standards. Regulatory demands upon us vary considerably around the world, so Judges establishes the core structure to ensure that Group companies fully comply with legislative and regulatory requirements while permitting our individual businesses to tailor their approach as appropriate.

The Act requires organisations to publish a modern slavery act statement on an annual basis where they have a global turnover of over £36 million, carry on business in the UK and supply goods or services. This statement explains the steps that have been taken to ensure that slavery and human trafficking is not taking place across our business and supply chains.

### **Judges’ business, structure and approach to the Act**

Judges’ companies produce scientific instruments which support research across the globe. Judges employs over 450 people in 14 businesses based in the UK and the USA. Each of our businesses, which we have acquired into our Group over the past 14 years, trade independently from each other and operate in separate global niche markets. Each business has less than 100 employees and operates autonomously, with each local management team empowered to operate their business but within an appropriate governance framework as set out by the Group. None of the Judges Scientific plc subsidiaries are therefore within the scope of the Modern Slavery Act.

Judges Scientific plc is the parent company that employs the management team whom set the framework under which our businesses operate. Judges Scientific plc does not provide any services or supply goods to third parties.

Judges has a long-standing culture of transparency, accountability and high integrity. We expect all our employees to act fairly in their dealings with their colleagues, customers, suppliers, business partners and stakeholders. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains.

The Group has had in place for many years, a whistleblowing policy and third-party whistleblowing hotline, which enables staff in all of our businesses to confidentially raise any concerns. Judges is committed to ensuring that anyone raising concerns in good faith do not suffer any victimisation or detriment.

We have assessed our supply chain and more than 99% of our purchasing is sourced directly from Europe and North America with less than 1% of purchases acquired from developing countries. All suppliers are aware of the standards that Judges expects to be upheld.

This statement is maintained on the Judges website, and will also be submitted to the Modern Slavery Registry.

As Chief Executive, I will continue to report on this for our Group and the Group’s next report in March 2020 will also include any further steps that the Group has taken since the publication of this statement.

This statement was approved by the Board of Judges Scientific plc and signed by David Cicurel, Chief Executive.