

Human Rights Statement – Cambio 2021-2022 v3

Cambio Ltd

Cambio Ltd supplies reagents and kits largely for life science research purposes to a broad customer base predominantly located in the United Kingdom and Ireland but also to other countries in around the world. Cambio is mainly a distribution business but we also manufacture some of our own products including human genomic DNA.

Our commitment to human rights

Cambio Ltd is committed to the principles of the Modern Slavery Act 2015, and to the abolition of modern slavery and human trafficking. As an equal-opportunities employer, Cambio Ltd is against discrimination in the workplace in any form and is committed to ensuring a respectful working environment for its staff. Cambio Ltd would like all its staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our processes for recruitment and people management are designed to make sure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion in our employment. Cambio Ltd does not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude, forced or compulsory labour. We maintain policies on: Ethics Policy, Code of Conduct, Whistleblowing Policy, Equality and Discrimination Policy, Harassment and Bullying Policy; Recruitment Policy. These are readily available to all Cambio Ltd staff.

Supply chain

Due to the nature of its business, Cambio Ltd assesses itself to have a low risk of modern slavery in its business and supply chains. Our supply chain comprises a restricted group of suppliers and services. All our suppliers have been informed of our commitment to human rights.

Embedding the principles of human rights

Cambio Ltd's commitment to the principles of human rights will continue to be embedded by the following:

- Provide awareness training to staff on the Modern Slavery Act 2015 and inform them of the appropriate action to take if they suspect a case of contravention of the Act.
- Ensure that consideration of modern slavery risks and prevention are added to Cambio Ltd's policy review process as an employer and procurer of goods and services.
- Ensure Cambio Ltd procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery.
- Ensure that staff involved in buying/procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices.

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out steps Cambio Ltd has made and is continuing to make to clearly grasp and to minimise the potential risk of modern slavery in its business and supply chains.

This statement has been approved by the Cambio Ltd Chairman and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2020. This statement will be reviewed and updated annually.

Dr Jonathan Dean PhD, Chairman – Cambio Ltd

[JD - Electronic signature] - 27th March, 2021