

## **Slavery and Human Trafficking Statement**

As the world leader in serving science, we are committed to upholding the highest standards in our interactions with customers, our colleagues and the communities in which we live and work. At Thermo Fisher Scientific, everything we do begins with our Mission - to enable our customers to make the world healthier, cleaner and safer.

To fulfil our Mission, we have a remarkable team of colleagues who bring unique perspectives and talents. Their dedication leads to innovative technologies that help our customers address some of society's most pressing challenges, including treatment of disease, access to clean water and ensuring the safety of our communities.

As part of our commitment to ensuring the safety of our communities we are taking steps in our supply chain to protect against the risks of modern slavery and human trafficking.

### **Supply Chain Risk Management**

Thermo Fisher Scientific is committed to implementing effective systems and controls to ensure that our suppliers recognise our position in relation to compliance with all applicable laws and regulations, including those relating to the prohibition of slavery and human trafficking.

Thermo Fisher Scientific has four key corporate values of Integrity, Intensity, Innovation, and Involvement. These four values form the foundation of our business, and Thermo Fisher expects that our suppliers hold these same values. Our Supplier Code of Conduct outlines Thermo Fisher's specific supplier expectations that are in line with our corporate values. These requirements include:

#### **Child Labour**

Suppliers shall not employ under-age labour as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.

#### **Forced Labour/Prison Labour**

Suppliers shall not make use of forced or compulsory labour as described in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.

Suppliers shall comply with all applicable labour laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor or human trafficking, as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43 and the UK Modern Slavery Act 2015.

### **Supply Chain Monitoring and Compliance**

Thermo Fisher Scientific suppliers may never engage in any activity prohibited by our Supplier Code of Conduct by knowingly employing – or failing to impose appropriate corrective action, up to and including termination, a subcontractor or supplier who performs the prohibited activity on behalf of the Thermo Fisher Scientific supplier.

We already have a well-structured supply chain due diligence and audit process in place as part of our corporate commitment to the responsible sourcing of certain materials used in our products. Further details of our Conflict Minerals governance programme are available for review in the resources section on our 'Responsibility' site:

<http://corporate.thermofisher.com/en/responsibility/resources.html>

As part of our commitment to continuous improvement we are extending this programme to take account of our obligations under the Modern Slavery Act 2015. We have begun a review of the potential for modern slavery in our supply chains through the lens of territorial risk, by initially reviewing suppliers in India, China, Bangladesh and Pakistan, countries which, according to the Global Slavery Index<sup>1</sup>, are home to more than half of the global population of people held in some form of slavery. We are aware that we operate in some territories at the highest end of the Global Slavery Index spectrum as well as in some industries and sectors which may be affected by modern slavery.

During the years 2017 and 2018, we will conduct a more detailed risk assessment, working with the Global Sourcing function and a third party due diligence provider, to identify the suppliers that we believe are exposed to the highest risk of modern slavery and human trafficking. Following that risk assessment, we will begin surveying our supplier population to assess where further work will need to be conducted.

### **Our Internal Policies on Slavery and Human Trafficking**

Thermo Fisher Scientific is committed to ensuring that our suppliers are aware of their obligations and our position in relation to modern slavery or human trafficking across our global business and operations. Our Code of Business Conduct and Ethics reflects our commitment to acting ethically and with integrity in all our business relationships. All employees receive compulsory annual training on the importance of acting ethically and with integrity in every area of our business. Any employee of Thermo Fisher who observes or suspects a violation by the Company of any law, regulation, or our Code of Business Conduct and Ethics, is expected to contact a member of the Company's Legal Department or to use Thermo Fisher's Ethics Hotline. This year we are updating our internal guidance and publicity material for our Ethics hotline to remind our employees that any concerns regarding potential modern slavery or human trafficking activity should be reported to allow the company to investigate and address any identified issue.

### **Supplier terms & conditions**

In addition to the existing obligation on our suppliers to abide by our Supplier Code of Conduct, this year our standard procurement terms and conditions will be amended and updated to include a modern slavery clause. Our standard terms and conditions of purchase are being reviewed and will be enhanced to include a modern slavery clause as appropriate.

### **Our Intent**

Thermo Fisher Scientific is committed to ensuring that there is no modern slavery in our business or any of our supply chains. Our ambition is to demonstrate that this is the case by undertaking the steps outlined in this statement, working with our supply chain partners and by building increasing rigour in our supply chain due diligence processes.

This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015.



**Seth Hoogasian**

**Senior Vice President and General Counsel**

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<sup>1</sup> <http://www.globalslaveryindex.org/findings/>