# ***MODERN SLAVERY STATEMENT***

# Introduction

Modern slavery is a heinous crime and a morally abhorrent act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain. No matter how small Curie scientific is, I will endevour to fight this battle alongside the larger companies by raising awareness and sharing training articles pertaining to this worldwide battle, in the hope to bring about change for those stuck in this debilitating circumstances

At Curie Scientific, I have a zero-tolerance approach to modern slavery and I am fully committed to preventing slavery and human trafficking in my operations and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking during the financial year 2024-2025.

# Our business and supply chains

* Curie Scientific
* Science education supplies
* Predominantly the UK, But open to overseas work where applicable

I establish a relationship of trust and integrity with all my suppliers, which is built upon mutually beneficial factors. The supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

I haven't been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

# Risk assessment

In the next 6 months, I will conduct a risk assessment of my supply chain by taking into account:

* The risk profile of individual countries based on the Global Slavery Index
* The business services rendered by the suppliers
* The presence of vulnerable demographic groups
* A news analysis and the insights of labour and human rights groups

This assessment will determine our response and the risk controls that we implement.

# Policies

Curie Scientific operates the following policies for identifying and preventing slavery and human trafficking in our operations:

* Whistleblowing Policy - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
* Code of Conduct – I encourage anyone concerned to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. I will strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing the supply chain.
* Purchasing Code – I will update the Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence
Curie Scientific conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

* Assessing risks in the provision of particular services
* Requiring improvements to substandard employment practices

We require all suppliers to attest that:

* They don't use any form of forced, compulsory or slave labour
* Their employees work voluntarily and are entitled to leave work
* They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
* They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
* They don't require employees to surrender their passports or work permits as a condition of employment

Awareness
Curie Scientific will raise awareness of modern slavery issues by putting out social media posts that are focused specifically on modern slavery to all my followers, which explains:

* My commitment in the fight against modern slavery
* Red flags for potential cases of slavery or human trafficking
* How employees should report suspicions of modern slavery

Training
In addition to the awareness programme, Curie Scientific will in the next 4 month endeavour to read relevant articles and attend online training course which cover the below. These links will also be shared with suppliers and manufacturures:

* Various forms of modern slavery in which people can be held and exploited
* The size of the problem and the risk to our organisation
* How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
* How employees should respond if they suspect slavery or human trafficking
* How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation
* What external help is available for the victims of slavery
* What terms and guidance should be provided to suppliers in relation to slavery policies and controls
* What steps ABC plc will take if a supplier fails to implement anti-slavery policies or controls
* An attestation from employees that they will abide by ABC plc's anti-slavery policy

# Measuring how I am performing

Curie scientific has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in my organisation and supply chain. These include:

* How many suppliers have rolled out an awareness and training programme that is equivalent to ours?
* How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?
* How many articles have I read/ shared
* How many social posts have I made and shared relating to this important topic and helping raise awaremess

This statement covers 12 August 2024 to 31 March 2025

[Signature] [Date] 12/8/2024

