

Synnovis Group LLP Modern Slavery Act Statement

The Modern Slavery Act 2015 (the "Act") requires UK companies of a certain size to publish a slavery and human trafficking statement each financial year. The statement sets out the steps which they have taken to ensure that there is no risk of slavery or human trafficking relating to their business.

Synnovis Group LLP (the "Group") is a scientific organisation and a leading provider of pathology services in the UK and is the parent company of both Synnovis Services LLP and Synnovis Analytics LLP. We serve our founding trusts, other NHS and private hospitals, and the GP community at large. Further details of our sites and operations can be found on the Group's website: www.synnovis.co.uk

As a scientific institution we maintain the highest professional and ethical standards and our services are strongly rooted in the patient pathway. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

In compliance with the Act we seek to identify, assess and mitigate the areas of risk where slavery or human trafficking may exist in our business or supply chains. We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

In particular, we review and monitor the Group's suppliers (both in the UK and abroad) and assess whether their own supply chains are susceptible to slavery and human trafficking. This involves identifying the suppliers by location, size and by the level of risk attached to them depending on their relevant industry. If necessary, we also conduct further due diligence and obtain confirmation or evidence that such suppliers operate to their required industry standards. We are committed to acting transparently in our elimination of all slavery and human trafficking risks and continue to make year-on-year improvements to our due diligence processes.

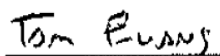
The Group ensures that all staff, both clinical and in the support functions, are aware of the obligations imposed by the Act via the information contained on the company intranet website.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ended 31 December 2023.

This statement has been approved by the members of Synnovis Group LLP on 05 February 2024.

Signed:

Dated:



05 MARCH 2024

Thomas Evans
Director, Labco UK Group Limited, a Designated Member of Synnovis Group LLP