

Synnovis Group LLP Modern Slavery Act Statement – October 2025

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

Our policies and processes

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.

Our performance

We use the following key performance indicators (“KPIs”) to measure how effective we have been to

ensure that slavery and human trafficking is not taking place in any part of our business or supply chain:

Supplier engagement: All new supplier contracts include an anti-slavery and human trafficking clause in our supplier contracts; our KPI this area is to achieve 100% adherence.

Training: To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, all current employees in the UK have to complete a training module annually on modern slavery and human trafficking. New employees must complete this training within the first two weeks of their employment with Synnovis Group LLP. Our target is that 95% of employees, at any one time, will have completed this training module over the previous 12 months.

Complaints/Concerns: We will take any concerns raised about modern slavery either within our workplaces, our supply chain or the communities in which we operate seriously and provide access to a confidential, independent, free method of reporting these concerns. Our target is to have zero concerns. Performance against these KPIs during 2023 was as follows:

	2024	
	Target	Achieved
Supplier Engagement	100%	100% for those engaged on Synnovis' terms
Training	95%	78.3%
Complaints/concerns	0	0

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 2024.

This statement has been approved by the members of Synnovis Group LLP on 20 October 2025.

Signed:

Dated:

Tom Evans

21 October 2025

Thomas Evans

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