

Modern Slavery Statement

Introduction from the Chief Executive Officer

It continues to be a priority for Chronomics Ltd to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Organisation's structure

Chronomics is a provider of a complete end-to-end bio-infrastructure through which we and leading brands offer personalized diagnostics-driven experiences to customers. Our services cover the logistics in sample collection through our test kits and test services, through to the presentation of results. Everything is automated through our seamless API-driven infrastructure.

We have over 100 employees worldwide and operate in EMEA and North America.

During the financial year ending 31 December 2021, our turnover was not less than the amount prescribed by Secretary of State for the respective year.

Our business

Our business is organised into 11 business units: Commercial; Logistics; Customer Experience; Research and Development; Science Operations; Product and Digital Engineering; Regulatory/Quality Assurance; Human Resources; Finance, and Management.

Our supply chains

Our supply chains include: test laboratories; manufacturers and suppliers of kits and reagents; logistics service providers; biobanks; and digital service providers.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery and Human Trafficking 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.

Due diligence processes for slavery and human trafficking

Our business relies heavily on skilled and professional workers, located within the UK and EU, within our supply chain. We understand that our operations and logistics business area may give rise to some modern slavery risks.

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.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of supplier due diligence measures through a questionnaire and information review.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Legal.
- Regulatory compliance.
- Finance.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will enhance access to relevant training to our staff.

Further steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- implementation of 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 chains;
- supplier anti-slavery compliance statement and sign off;
- enhancement of training to staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes slavery and human trafficking statement for the financial year ending 31 December 2021. It was approved by the board on 11th July 2022.



Tom Stubbs, CEO

Chronomics Ltd

Date: 11.07.22