2020 Statement on the Prevention of Slavery and Human Trafficking by Siemens Healthcare Diagnostics Products Ltd (the "Company")

1. Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 ("the Act") and sets out the steps the Company has taken and is continuing to take to ensure that modern slavery and/or human trafficking is not taking place within our business or supply chain.

The Company fully supports the aims of the Act and is committed to operating free from forced labour, slavery, servitude and/or human trafficking. We have a zero-tolerance approach to forced labour, slavery and human trafficking in any form, in any part of our business or supply chain.

2. The Company's structure, operations and supply chains

The Company trades under the trade name "Siemens Healthineers". Siemens has been active in the UK and Ireland for over 170 years. The Company is one of several legal entities trading in GB&I and employs nearly 2900 staff, located in various locations including sales offices, manufacturing plants and warehouses. The Company is 100% owned within the Siemens Healthineers AG group of companies.

The Company's main operations are as a supplier of medical devices, parts, consumables and reagents and a provider of associated services for the Laboratory Diagnostics healthcare portfolios. The Company also provides value added services such as Customer Services including product related services, remote services and education & skills management.

Globally, Siemens Healthineers AG is present in over 70 countries. The Siemens Healthineers AG group operates production facilities and uses manufacturing facilities, R&D facilities, office buildings and warehouses. As at the date of this Statement, Siemens Healthineers AG has manufacturing locations in United States (14), Germany (5), United Kingdom (4), China (3), Canada (2), India (2), South Korea (2), Ireland (1), Brazil (1), Spain (1) and Luxembourg (1). The Siemens Healthineers AG group of companies' supply chains include the manufacture, supply and distribution, installation, service and support of medical devices and related products and services. In this context the Company's supply chain includes its overseas related companies where medical products are manufactured or produced, imported into the UK and Ireland, and subsequently sold and distributed by the Company.

Siemens Healthineers AG procurement function is managed at headquarter level and is responsible for managing the procurement organised by material fields within commodity management. UK and Ireland specific aspects and local procurement are handled by the Company. The main commodities being sourced are medical devices, real estate, travel, externally manufactured reagents, logistics, Instruments Original Equipment Manufacturing (OEM-I), plastic parts & advisory services.

3. Risk of modern slavery practices in the operation and supply chains of the Company

Policies and governance

As part of the Siemens Healthineers group of companies, sustainable practices are firmly anchored in our corporate culture, based on our company values. We apply headquarter-developed standard principles that require employees and managers to behave in an ethical, law-abiding manner. We act responsibly to support economic, environmental and social progress.

Siemens Healthineers AG requires that all employees and managers, suppliers and third party intermediaries to comply with all applicable laws and regulations based on – amongst others – the Universal Declaration of Human Rights, International Labour Organisation's Tripartite Declaration of Principles, and its Declaration on Fundamental Principles and Rights at Work, the United Nations Convention against Corruption and OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions.

Our staff

Siemens Healthineers company employees in GB&I, including managers and the managing boards are required to agree to comply with Siemens Healthineers AG's Business Conduct Guidelines. These Guidelines mandate how we conduct business, act within our companies and in relation to external business partners on various topics that include basic working conditions and human rights, the elimination of child labour, abolition of forced labour, prohibition of discrimination and rights to freedom of association and collective bargaining. Employees are required to sign a statement that they have read and understood the Business Conduct Guidelines as part of our recruitment process.

Siemens Healthineers has an online training module entitled "Supplier Qualification: Ready for Business". This training is mandatory for all employees with purchasing responsibility and highlights the importance of the Siemens Code of Conduct for Siemens Suppliers and Third-Party Intermediaries.

Our business partners

With respect to business partners, Siemens Healthineers AG have applicable policies and procedures in place that ensure a uniform risk-assessment of all our business partner relationships focussed on human rights (including conflict minerals), corruption, conflict of interest, antitrust, confidentiality and data privacy, gifts and hospitality.

All of the Company's business partners are required to adhere to the Siemens Group Code of Conduct for Suppliers and Third Party Intermediaries ("Code of Conduct") which sets out the standard of ethical, lawful and sustainable conduct expected from our business partners. We have made responsible business practices a core element of our supplier management processes.

The Code of Conduct is based on – among others – the Ten Principles of the United Nations Global Compact but also reflects the Siemens Healthineers AG's Business Conduct Guidelines. The principles underlying our Code of Conduct are based on the UN Global Compact relating to human rights, labour standards, environmental protection and anti-corruption initiatives and prohibit the use of forced labour and child labour by our suppliers, requires our suppliers to respect the employment rights of their workers and to use reasonable efforts to promote compliance with the Code of Conduct amongst their own suppliers.

Due Diligence of suppliers in the Company's supply chain

As a manufacturer of medical devices and in vitro diagnostics, the Company holds the responsibility for ensuring the finished product's conformity with applicable quality and regulatory requirements. The Company is the UK and Ireland importer and sponsor of Siemens Healthineers AG medical devices. Regulatory and quality system requirements such as International Standards Organisation's ISO 13485 – Medical Devices, to which Siemens Healthineers AG is certified, requires the manufacturer to establish appropriate controls for all products and services obtained from both "external" and "internal" suppliers. A key part of this is ensuring that our suppliers agree contractually to abide by the Code of Conduct.

The Company maintains appropriate supplier quality management processes that meet applicable local legal and regulatory requirements as well as the requirements established by Siemens Healthineers AG. We evaluate and review our sustainability principles as part of the overall supplier quality management process at the following levels:

- Supplier Qualification: our supplier management processes ensure that all our third-party suppliers are onboarded following the same process.
- Supplier Evaluation: our third-party supplier monitoring is based on a harmonised risk management framework that depends on the specific scope of delivery and product impact. This process describes how we ensure that feedback is provided to the supplier about any deficiencies with the products or processes.
- Supplier Development: activities aimed at sustainable cooperation between Siemens Healthineers and our suppliers as well as the continuous identification and realisation of optimisation opportunities.

For further information in relation to our process for selection, risk assessment and monitoring of suppliers, please refer to section four below.

4. Action taken to assess and address risks, including due diligence and remediation processes

Assessment and mitigation of modern slavery risk

Siemens Healthineers globally has a substantial and complex supply chain. With such a large and geographically dispersed supplier network, Siemens Healthineers ensures a higher priority is given to those Suppliers deemed as high risk and has implemented a system of interconnected processes and tools to stay on top of this complexity under the governance of our Global Services Supply Chain Management ("SCM") function. Transparency and awareness of supply chain risks is ensured via a three-step process: (i) Definition of sustainability risks and categories; (ii) Identification of the relevant suppliers; (iii) Development and implementation of necessary procurement processes to cover these risks.

While Siemens Healthineers AG's group of companies have robust processes in place to manage workplace relations, within our own organisation, we understand that the potential exposure to modern slavery increases when purchasing goods and services from third party suppliers.

We support all our suppliers through our "Sustainability in the Supply Chain" and "Code of Conduct for Siemens Suppliers and Third-Party Intermediaries" brochures. The basis of all our supplier relationships is the commitment of our suppliers to observe the principles of the Code of Conduct. We also explicitly encourage them to extend these values further into their own supply chain to create a network of interactions and business relations that are

built on trust. Suppliers commit to the Code of Conduct by signing the relevant Corporate Responsibility contract clause as part of the onboarding and qualification process, or via the purchase order process and for all new and extended procurement contracts.

To ensure the Company minimises the risk of modern slavery and the potential exposure to geopolitical risks including human rights, we utilise a risk-based methodology, including global scores based on the most recent Organization for Economic Cooperation and Development (OECD) and Transparency International/Corruption Perception Index (TI/CP).

Prior to selection all suppliers undergo various due diligence checks including a relevant Modern Slavery compliance questionnaire. This questionnaire enables suppliers to assess whether they meet the requirements of our Code of Conduct and Modern Slavery Act statement. This process raises awareness of these requirements and ensures that appropriate compliance steps are undertaken.

Following selection, relevant high-risk suppliers are continually monitored, and risk assessed. Suppliers are asked to sign up to a sustainability portal which reviews relevant issues such as the environment, labour and human rights, ethics and sustainable procurement. If the process reveals infringements of our requirements, they must be remedied by the suppliers in question within a reasonable period. We reserve the right to end the supplier relationship in the event of serious infringements, such as evidence of slavery, servitude, human trafficking and forced labour.

5. How the Company assesses the effectiveness of its actions

Siemens Healthineers AG continuously develops our compliance system to adapt it to changing requirements according to our business. Detection Modules (as explained below) monitor adherence with the requirements and principles of the Code of Conduct. The Company is required to comply with the Siemens Healthineers AG compliance system through its chain of command.

Corporate Responsibility Detection Modules

We apply a risk-based approach to the identification of sustainability-related risks in our supply chain. This considers both internal and external information sources that enable us to focus our risk mitigation activities where they are most needed. Possible actions include the initiation of a development plan, a sustainability audit, or the termination of the relationship with the business partner and/or supplier.

Internal - The internal approach is based primarily on our supplier qualification process and on supplier audits, which include an assessment of any change to modern slavery risk. These processes are designed to systematically identify potential risks in our supply chain that relate to corporate responsibility. Suppliers that perform below a certain threshold are evaluated individually to determine the next steps.

External - To identify risk we also make use of external sources. Examples of such sources are Non-Governmental Organisation databases, media reports or whistle-blower information channelled through an independent Ombudsperson or ‘Let Us Know’ confidential reporting hotline. A report of a suspected case of any breach against the requirements of the Code of Conduct is kept confidential and put through a clearing process to determine the next steps e.g. an Incident Driven Inspection. Our whistle-blower hotline can also be accessed by employees and management as well as customers, suppliers and other stakeholders.

The following risk-based Detection Modules exist within Siemens Healthineers AG which are also applied by the Company:

- CRSA: a company-wide standardized online questionnaire to evaluate suppliers' compliance with the Code of Conduct. The CRSA is repeated at defined intervals on suppliers based in high risk countries.
- Supplier Quality Audits: used to verify and continuously improve the quality and capabilities of suppliers. They may be conducted on a scheduled or ‘as needed’ basis.
- External Sustainability Audits: Siemens Healthineers AG has appointed internationally recognised auditing companies which conduct these on-site audits based on the principles outlined in the Code of Conduct.
- Incident Driven Inspections: carried out in cases where a suspected violation of the requirements of the Code of Conduct has occurred.

The ideal outcome of the above Detection Modules is an ongoing development of the supplier that, after the agreed implementation time, corrects all deviations from the requirements of the Code of Conduct. Should the Detection Modules demonstrate irreparable conditions, or should the proposed actions not be implemented by the supplier, the Company has the right to terminate the relationship.

Grievances and Remediation Processes

All allegations of possible compliance violations are responded to in accordance with formal company-wide processes. The Company will:

- examine all reports, investigate the relevant facts and take appropriate measures,
- not tolerate any retaliation against complainants or whistle-blowers.
- maintain confidentiality and provide whistle-blower protection in accordance with applicable legislation
- take appropriate action in the event of demonstrable violations, including disciplinary consequences.
- apply the same principles to allegations of wrongdoings brought by suppliers and other third parties, to the extent legally permissible.

6. Our Approach and Progress to Date

A. Assessment of our supply chain using a human rights risk and labour practices index to reduce our exposure to modern slavery risk through improved risk assessment, due diligence, remediation and monitoring processes.

B. Continued implementation and enhancement of Siemens Healthineers supplier quality management program by reviewing our due diligence assessment procedures to ensure standardization, including improving our new supplier onboarding process by integrating additional risk-assessment methodology (which allows us to categorise suppliers from lower / higher risk countries based on OECD and TI/CP Indexes as a determining factor).

C. Greater focus on broadening our internal and external stakeholder engagement and development training for key personnel to raise awareness of how to detect and prevent modern slavery risks in our business and supply chain, including available grievance mechanisms. The Company continues with the investigation of further training provisions to capture additional employees and new requirements.

Our commitment

We will continue to apply a zero-tolerance approach to forced labour, slavery and human trafficking in any form, in our business and supply chain.

This statement has been approved by the board of directors of the Company, with respect to the financial year ending in September 2020.

Signed: ....

Name: .Prof. Dr. Fraser Logue.....
(Director)

Date: ...24 March 2021.....