

**VWR International Ltd**  
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# Modern Slavery and Human Trafficking Statement 2022

## Organisation Structure

VWR International Ltd, part of Avantor, is a global supplier of discovery-to-delivery solutions for the life sciences, advanced technologies and research industries across the world. VWR International Ltd employs over 859 associates across the UK. The main premises, situated in Leicestershire, is our Customer Service Centre and purpose-built warehouse.

## Purpose of this Statement

This statement is made in accordance with section 54 part 6 of the [Modern Slavery Act 2015](#). Our aim at VWR International Ltd is to ensure that no part of our organisation or supply chain has present any form of modern slavery or human trafficking. We have involvement and commitment to achieve this aim at the highest level of our organisation. This statement sets out the steps that have been taken to achieve this aim.

Steps for the Prevention of Slavery and Human Trafficking within VWR International Ltd is governed by our Governance Team [Avantor - Investors - Governance - Committee Composition \(avantorsciences.com\)](#) and:

- VWR International Ltd is committed to acting ethically and with integrity in all our business dealings. This is reflected on page 10 of our [Avantor Code of Conduct](#) which each new Avantor associate is required to read and sign as a guide to the way we must operate. [Code of Ethics and Conduct | Avantor \(avantorsciences.com\)](#) A mandatory training session and assessment is completed yearly for all associates to refresh their knowledge and build understanding and compliance. In addition to this we introduced in October 2020 Manager Training to champion diversity and ensure inclusivity. The training covers diversity, equality and inclusion. Strengthening diversity and inclusion is a key priority for our business and ensures we are creating an inclusive workplace culture, with managers cascading the core skills to their immediate team and beyond. Aiming to take strong steps in eliminating the impact of unconscious bias on their decisions.

Our Ethical Trading Policy was introduced in 2016 and is reviewed annually to reinforce the company principles, based on the internationally accepted standards listed in the [Ethical Trading Initiative Base Code](#). To support this, we implemented in 2017 a mandatory training program to all customer facing teams to raise awareness of the Modern Slavery Act within the UK VWR organisation. We have furthered this by sharing on our Yammer platform a Sustainability pledge which gives commitment to raising awareness of signs of Modern Slavery and signposting to external resources such as: [What is modern slavery? | Walk Free](#)



- We have an accessible copy of the Home Office Modern Slavery Awareness & Victim Identification Guidance booklet on our company intranet and ensure accessibility to all by providing this [link](#) to the booklet.
- Within our onboarding process, we carry out checks for new associates by requesting to see originals of the individual's passport and other Right to Work documentation. If an associate requests to be paid into a bank account that is not held in their name, we have an internal process to flag and trigger further investigation between the associate and their HR Business Partner.
- We have an anonymous hotline for associates to use should they wish to report any potential breaches of the Modern Slavery Act internally. In addition to providing a link to the Home Office Modern Slavery Awareness & Victim Identification Guidance booklet we also provide resource to the [Home Office Guidance](#) to report externally if they prefer.

## Slavery and Human Trafficking within the Supply Chain

VWR International Ltd acknowledges that whilst we recognise our statutory obligation to set out the steps that we have taken to ensure that slavery and human trafficking is not taking place in our supply chain, we cannot fully control the conduct of individuals and organisations within that supply chain. In order to address this, the following steps have been taken:

- We require each supplier to acknowledge acceptance of our [Avantor Responsible Supplier Code Conduct.pdf \(avantorsciences.com\)](#). This communicates Avantor's ethics and values and outlines its expectations for its suppliers in the areas of social impact, environmental protection and governance. VWR International Ltd is committed to building a responsible and transparent supply chain.
- VWR International Ltd continues to implement risk management practices of our global external supply chain. [Avantor's Science for Goodness 2021 Sustainability Report \(avantorsciences.com\)](#) is issued to all suppliers to provide us with more visibility of areas of greater risk and allow us to better understand how our suppliers address sustainability-related issues and to build transparency throughout the supply chain. This includes labour practices and working conditions, safety, environmental protection, product sustainability and governance. We require our key suppliers to take responsibility to eradicate forced, bonded and trafficked labour in their supply chain and certify that neither they nor any of their affiliates engage, or have engaged, in any form of modern slavery.
- Following on from this, a Sustainability Risk Assessment is conducted, and the questionnaires are incorporated into the audits that are carried out by the global sourcing team. Therefore, we are not only informing key suppliers of our expectations, but are also evaluating their Sustainability performance, assessing the related risks and, when needed, auditing them on their practices. We continue to strengthen our commitment by continuously reviewing our programmes and take action where needed.
- Our Quality, Regulatory and/or Marketing/Sourcing teams annually audit our suppliers against strict indicators. Compliance with these principles is a requirement of doing business with VWR International Ltd. Compliance of our suppliers with ethical and integrity principles, sustainability, health and safety etc are assessed during these comprehensive audits. We work with our business associates to support their compliance, and in the event that they are found to not be demonstrating sufficient commitment to the principles or are in breach of them, we will take action to remedy the

breach. If a business associate found to be involved in modern slavery, firstly we would act to help safeguard the affected workers' wellbeing and then we would provide support to the business associate with a remediation process, including taking any actions needed to identify and address the root cause issue.

- We have a working group which consists of individuals from various departments including HR, Quality, Regulatory Affairs, Sourcing, Compliance and others, that works towards improving our supply chain's slavery and human trafficking compliance.

## Reporting

Associates are encouraged to report any concerns regarding the treatment of fellow associates to their line manager or Human Resources department. To ensure that all associates feel able to report treatment of any associate prohibited by law, including slavery and human trafficking, without the threat of repercussion, we have our Whistleblower Policy which is available on the Company Intranet.

**Doing Business, the Avantor Way** – VWR International Ltd is a company with strong beliefs and values. By providing essential guidelines to associates and management to understand responsibilities and the obligations to comply with the law, we continue to honour those beliefs and values and live by the code of conduct that underpins them. Associates have the means, via the Associate Hotline, to confidentially and anonymously report concerns regarding theft, fraud, workplace violence, conflicts of interest, accounting and control issues, or violations of the Avantor Code of Ethics and Conduct.

Eilidh Robertson



Managing Director  
VWR International Ltd

Karen Pulford



Finance Director  
VWR International Ltd

This statement has been signed off by the board of directors on 4th April 2022