AnatoPath Limited
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Customer Focussed, Quality Assured.

Prevention of Modern Slavery and Child Labour Policy

1. Introduction

The Prevention of Modern Slavery and Child Labour Policy is to ensure that all persons associated with AnatoPath's business are protected from modern slavery and child labour.

2. AnatoPath's Business

AnatoPath is a supplier of products and services for Anatomical Pathology. The company aim is to deliver quality products, customer service and applications support that facilitate the operation of laboratories and improve the quality of patient diagnosis.

3. Purpose

The AnatoPath Prevention of Modern Slavery and Child Labour Document defines the businesses commitment to ensuring all persons involved, in the manufacture, supply and usage of AnatoPath's products are protected from:

- unethical labour practices
- the use of child labour
- modern slavery

4. Scope

All persons involved with the manufacture, supply and usage of AnatoPath's products and services.

5. Availability

This Prevention of Modern Slavery and Child Labour Document is available to view for all customers, potential customers, third party quality auditors, and regulatory agencies.

6. Review and Revision

The Prevention of Modern Slavery and Child Labour Document is reviewed by the AnatoPath management team and revised as required.
When the need for revision is identified, the stakeholder employees will be consulted, and an implementation plan will be made. The revision will be made to this document, the version and date will be updated, and all employees will be made aware of the changes.
Superseded documents will be kept indefinitely.

7. Responsibilities

It is the responsibly of all AnatoPath employees to ensure the process set out in this document are followed, and any possible nonconformities or concerns are directed in writing to the Managing Director. The Managing Director is responsible for addressing possible nonconformities and acting upon them

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8. Employee Competency

It is the responsibility of management to ensure any employee creating documents that incorporate the Prevention of Modern Slavery and Child Labour, carrying out supplier and end user audits, are competent to assess whether there is a breach or potential breach of this policy

9. Ensuring the Scope of The AnatoPath Prevention of Modern Slavery and Child Labour Document is Met

9.1. All documentation used to assess suppliers and potential suppliers and contractors must ask whether there is a policy in place that prevents the use of Modern Slavery or Child Labour.
9.2. Any supplier, potential supplier or contractor that cannot confirm this will not be used by AnatoPath in association with any area of its business.
9.3. All visits and audits with suppliers will be conducted in a manner that affirms there is no use of Modern Slavery, Child Labour or unethical labour practices.

11. Risk Assessment and Supply Chain

We recognise that higher risks exist within our wider supply chain. To manage these risks, we focus our due diligence on vetted manufacturers and distributors, requiring them to uphold our zero-tolerance standards.

12. KPIs

To ensure our anti-slavery measures are effective, we monitor the following KPIs:

- Percentage of suppliers that have acknowledged our anti-slavery standards or provided ethical compliance documentation
- The rate of completion of our modern slavery training amongst our UK staff
- The number of grievances raised and resolved.

12. Definitions

AnatoPath's definitions of unethical working practices, including but not limited to Modern Slavery or Child Labour are:

- Any person providing labour or services in association, whether direct or indirect, with the manufacture or supply of products or services offered by AnatoPath should:
  - Have freely chosen to work for a wage that is legally compliant after deductions
  - Do not work, either freely or forced, more hours than stated in labour legislation in local region
  - Are fairly paid for all work carried out
  - Do not have deductions taken from pay aside from those that are written in local labour law (such as taxes and pension)
  - Are of legal age to work
  - Are not exploited or exposed to unnecessarily dangerous working practices and working environment
  - Are free to choose to legally terminate employment
  - Have freedom of movement – employer should never retain workers' original identity documents, restrict their movement outside working hours or prevent them from leaving employment after reasonable notice.

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o Have the right of freedom of association and collective bargaining, and can raise grievances without fear of discrimination or reprisal.
o Have the right to access to compensation and justice, should they need to.

13. Summary

This document is to ensure AnatoPath's business, and the persons associated with it are ethical and compliant. All applicable AnatoPath employees are required to ensure they have a knowledge of the contents of this document. All revisions will be communicated and must be read. Appropriate disciplinary action will be taken against anyone failing to do this.

Document History

Version	Date	Description
V1.1	19/12/2019	Document Created
V1.2	06/12/2021	Document Revised
V1.3	03/07/2023	Document Revised
V1.4	15/07/2026	Document Revised
V1.5	20/11/2026	Document Revised

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