



Anti-Slavery and Human Trafficking Statement

Harvard Bioscience is committed to conducting business with integrity, transparency, and respect for human rights. For more than 100 years, the Company has built its reputation on trust and respect for others. We have a zero-tolerance approach to all forms of modern slavery and human trafficking and are dedicated to ensuring these practices do not occur within our operations or supply chains.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps Harvard Bioscience has taken and will continue to take to prevent modern slavery and human trafficking in our global business and supply chains.

Our commitment is underpinned by our core values and supported by our Human Rights Policy, Code of Conduct, Whistleblowing Policy, and Equal Opportunities Policy. Together, these establish a framework that promotes ethical behavior, transparency, and accountability across all areas of our business.

We align our approach with internationally recognized standards and frameworks, including:

- The United Nations Guiding Principles on Business and Human Rights (UNGPs)
- The Universal Declaration of Human Rights (UDHR)
- The International Labour Organization (ILO) Core Conventions
- The OECD Guidelines for Multinational Enterprises
- The UK and Australian Modern Slavery Acts
- The U.S. Trafficking Victims Protection Act (TVPA), the California Transparency in Supply Chains Act, and other relevant national legislation

Our Commitments

1. **Zero Tolerance** – We prohibit all forms of slavery, servitude, forced or compulsory labor, and child labor within our operations and supply chains.
2. **Ethical Supply Chains** – We expect our suppliers and business partners to uphold the same ethical standards and comply with all relevant labor and human rights laws.
3. **Risk Management and Due Diligence** – We assess potential risk areas and take proactive measures to prevent, identify, and address instances of modern slavery.
4. **Training and Awareness** – We provide regular training to employees and key suppliers to raise awareness of modern slavery risks and reporting procedures.
5. **Reporting and Accountability** – We encourage employees, contractors, and suppliers to report any concerns in good faith through management, Human Resources, or the Harvard Bioscience Ethics Hotline. All reports are investigated and appropriate action is taken.
6. **Continuous Improvement** – We regularly review our policies, procedures, and supplier relationships to strengthen compliance and improve transparency.

This statement reflects Harvard Bioscience's ongoing commitment to act ethically and with integrity in all business relationships and to implement and enforce effective systems and controls to prevent modern slavery and human trafficking.



How does the system work?	Who should use it?
You make a report with an independent firm called NAVEX Global. HBIO Employee Relations Manager will assign it to the appropriate person and follow up to make sure it's being addressed.	Everyone. It's for all employees, regardless of location or position. The system is available in many languages, via both the telephone and internet.
What is it for?	How do I access it?
Use the system to express concerns and ask concerns when you suspect a business risk. If you'd prefer, you can also remain anonymous.	Go to http://harvardbioscience.ethicspoint.com/ and select "Make a Report". In the United States, you may also call 1-833-411-1175. In Germany you may also call 0-800-225-5288 or 833-411-1175.