

Modern Slavery and Anti Human Trafficking

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 for the financial year ending 31 December 2025

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Modern Slavery and Anti Human Trafficking Statement

Introduction

At SPT Labtech Group ("the Company") we pride ourselves on our ethical approach in all areas of our business. We are committed to complying with all applicable laws and regulations. It sets out the steps SPT Labtech Group has taken—and is committed to taking— to prevent modern slavery and human trafficking in our business operations and supply chain

While we assess the risk within our direct operations to be low, we recognise that modern slavery can occur in any sector or geography and therefore maintain proportionate controls across our business and supply chain. We ensure we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organization and in our supply chain. However, our continuing commitment to combatting human trafficking and slavery is reflected in our policies and operating procedures which require all our people to act ethically and with integrity in all our business relationships.

About us

SPT Labtech is a global supplier of innovative products for accelerating drug development, combining advanced science with precision engineering. We design and manufacture a wide range of low volume liquid handling equipment and sample management instruments addressing high growth markets in genomics, structural biology and drug discovery.

We employ over 400 people globally and our headquarters is in Melbourn, UK. We have manufacturing facilities based in the UK, US, Germany and China (SPT Labtech Limited, Apricot Designs, Inc., Quantifoil Micro Tools GmbH and Hangzhou Felogix Instruments Co. Ltd. respectively) and distribution subsidiaries based in the US, China, Japan and India (SPT Labtech Inc., SPT Labtech China Ltd., SPT Life Sciences Japan Kabushiki Kaisha and SPT Labtech India PVT respectively).

Our values

Above all we put the customer at the heart of everything we do. By having trust in us at a personal level and as a brand, they tell us what is really hard for them and this guides us to where we need to solve problems. We make sure we have focus and a common direction so that we all work towards the same end goal.

Risk Assessment

While the overall risk of modern slavery within our direct operations remains low, we recognise that certain regions of the global supply chain present inherently higher exposure. As part of our ongoing risk assessment, we evaluate our suppliers based on geography, sector, and the nature of goods and services provided. Our supplier base is predominantly located in the UK, the USA, and Western Europe—regions we assess as low risk due to stronger regulatory frameworks, labour protections, and transparency expectations. In contrast, we work with a smaller number of suppliers in Eastern Europe, China, and Taiwan, which we evaluate as higher-risk geographies, consistent with international guidance.

For these higher risk regions, we apply enhanced monitoring, which may include additional due diligence checks, closer review of supplier labour practices, increased documentation requirements, and more frequent engagement to ensure alignment with our Supplier Code of Conduct and ethical expectations. This risk-based approach enables us to prioritise resources effectively while strengthening our overall efforts to prevent modern slavery within our supply chain.

Employment practices

We treat all our people with respect and provide a productive working environment free from discrimination, victimisation, bullying, and harassment.

We are committed to recruiting from a diverse talent pool, and we invest in care, time and effort to attract and hire our people and support them in reaching their maximum potential. We check all potential 'members' of staff eligibility to work before employment commences and our offer letter and contract of employment states the offer is conditional upon the right to work in the UK and subject to satisfactory references.

Supplier selection and Due Diligence

We choose suppliers on the basis of fair and transparent principles. We require new strategic suppliers to acknowledge our Supplier Code of Conduct as part of the onboarding process while they are working with us, which addresses our approach to modern slavery and creating equal opportunities within our business.

Our policy is to place contracts with suppliers who adopt sustainable practices in line with appropriate international and local guidelines and standards. Our due diligence process includes building longstanding relationships with our suppliers and making clear our expectations of business partners in our supplier terms and conditions.

We ask that our suppliers acknowledge and confirm their understanding of our relevant policies.

Whistle-blowing

We encourage our team to take active responsibility for improving our performance, whether through enhancing working practices or drawing attention to behaviours or other issues that give them concern.

Our 'suggestions' platform offers our employees the opportunity to give feedback to us anonymously, and we conduct regular informal focus groups to encourage employees to give feedback to us. We provide secure channels for all workers, including in the supply chain, to report concerns anonymously where permitted. We have a comprehensive Whistle Blowing Policy (POL-005).

Our policies on slavery and human trafficking

We have appropriate policies in place, which apply equally to our subsidiaries, 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 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.

Supplier adherence to our values and ethics

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 program supported by our Supplier Code of Conduct (QMD-003/ AD-QAP-843-4000-002)

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 provide training to procurement personnel, senior management and employees involved in supplier selection receive periodic training covering indicators of modern slavery, reporting concerns and supplier due diligence expectations.

Effectiveness

We monitor the effectiveness of our approach through supplier risk assessments, supplier onboarding reviews, completion of mandatory employee training, review of whistleblowing reports and periodic review of our policies. During the reporting period, no instances of modern slavery were identified within our operations

Rob Walton
CEO SPT Labtech Ltd.

This statement has been approved by the Board of Director on July 9th 2026 and signed on its behalf by Anne Thorburn - Independent Member of SPT Labtech Board of Director

Anne Thorburn
Independent Member of SPT Labtech Board of Director