



Modern Slavery Policy

Introduction

Oxford Biosystems has a zero-tolerance approach to modern slavery. This policy applies to all persons working within our organisation at any level.

Modern slavery is a crime and a violation of fundamental human rights involving the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking.

We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Our Organisation

Oxford Biosystems is based in Milton Park, Oxfordshire, and supplies in vitro diagnostic instruments and reagents to laboratories and hospitals in the United Kingdom and Republic of Ireland. The products we supply are manufactured by organisations in Europe, USA and Korea.

Our Policy

This policy applies to all persons working for, or with, us in any capacity, including employees at all levels. It aims to ensure that modern slavery is eliminated in our own organisation and in those that form part of our supply chain.

The company adheres to all current UK legislation and guidance relating to employment, equal opportunities and labour laws, including the Modern Slavery Act 2015. During their employment at Oxford Biosystems we ensure that employees are protected against discrimination, harassment, intimidation and threats of violence. All employees retain freedom of movement and freedom of association, and retain the right to terminate their employment voluntarily, subject to the notice period in their contract of employment.

Risk Assessment and Due Diligence

To ensure that modern slavery is not present in our supply chain, the process we use for selection of suppliers includes a review of their approach to modern slavery, and requires a legal distribution agreement signed by Company Directors. An annual review of performance and business practice with each supplier will include their policies relating to modern slavery.

Service providers (including, but not limited to, recruitment agencies, cleaning services, payroll and IT support) are subject to checks in relation to this policy as a condition of continuing business operations with them.

Our policies are reviewed on an annual basis by the Management team and the CEO IN LINE WITH OUR Quality Management System which is ISO 9001:2015 certified.

Oxford Biosystems Ltd

Tel: 01235 431390

184B Park Drive, Milton Park, Abingdon OX14 4SE

Registered in England No: 4159947 VAT Reg: GB 768 3645 84 Irish VAT Reg: IE4256323RH

Compliance

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must notify your line manager or a company Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future within the organisation. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business with any supplier at the earliest possible stage. If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, your concerns must be raised with your line manager or a company Director, or call the Modern Slavery Helpline on 08000 121 700.

An employee who, in good faith, brings a concern (or assists another to do so) either under this policy or otherwise in relation to a modern slavery and human trafficking matter will not be disciplined, dismissed or otherwise victimised for having done so.

Allegations which are found not to have been made in good faith will be regarded as a disciplinary matter. Any employee who breaches this policy may face disciplinary action. We may also terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Training

Training is provided to all employees to increase their awareness of modern slavery and human trafficking so they can understand, identify and report on these risks. This training is mandatory for all staff. We are committed to maintaining an honest and ethical culture, ensuring our employees are aware of our anti-bribery policy and zero-tolerance approach to bribery and corruption.

Our zero-tolerance approach to modern slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. All employees must ensure they read, understand and comply with this policy.

You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the CEO.

Signed: 

Fiona Alcock
CEO, Oxford Biosystems Ltd

Date: 05.04.2026

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