

ABCAM PLC MODERN SLAVERY STATEMENT

Abcam is a global company providing highly validated antibodies and other binders and assays to the research and clinical communities to help advance the understanding of biology and causes of disease. We develop and manufacture complex scientific products, and we have a highly educated workforce in leading life science research hubs in the UK, USA and the Far East.

Although we have a complex supply chain, due to the nature of our products and the sector in which we operate, we continue to believe that we are at low risk of exposure to slavery and human trafficking. We are not aware of any areas of our operations and supply chain likely to lead to breach of the Modern Slavery Act 2015 (**Act**).

Policy, employee code of conduct and training

An Anti-Slavery and Human Trafficking Policy was approved by the Board in December 2016. We had had an employee code of conduct in place since 2017, which we have regularly refreshed, which sets out the standards and behaviours we expect of our employees, including our commitment to fair working conditions. We have made it easier for employees to raise any concerns they may have by setting up a global whistleblowing hotline and portal. Training has been conducted with our Board, Executive Leadership Team and key members of the Global Procurement and Supply Chain team on modern slavery, and is included in our induction process for new employees.

Managing risk in our supply chain

We manage risk in our supply chain through the operation of an ethical and sustainable procurement policy and the publication of codes of conduct for suppliers and distributors. These codes of conduct are available through a dedicated supplier website and are regularly reviewed and refreshed. All new goods and services suppliers are contractually required to comply with our code of conduct or to demonstrate that they have at least equivalent provisions in place. We have engaged a third party to undertake assessments of higher risk suppliers. We have made it easier for suppliers to raise any concerns they may have by setting up a global whistleblowing hotline and portal.

Abcam's standard terms require business partners to ensure all work conducted for Abcam is undertaken in accordance with all applicable laws. Specific anti-slavery and trafficking provisions are included as standard in relevant contracts and renewal documentation.

Employment practices

Our employment practices are compliant with applicable employment and health and safety legislation in the relevant countries. We remain confident that there is no slavery or human trafficking taking place within our direct organisation as we have a highly educated workforce and we comply with local employment laws. Where we do not engage staff directly, we require the supplier to adhere to the local employment and health and safety legislation.

Conclusion

We are not aware of any slavery or human trafficking taking place in our business or supply chain, and we shall continue to apply appropriate risk-based due diligence processes to ensure compliance with the Act.

This statement is made pursuant to section 54 of the Act and constitutes the slavery and trafficking statement for the financial year ended 31 December 2022 for Abcam plc and its subsidiaries. The statement was approved by the Board of Abcam plc on 16 March 2023.

For and on behalf of Abcam plc

A handwritten signature in black ink, appearing to read 'Alan T. Hirzel', written in a cursive style.

Alan Hirzel
Chief Executive Officer
17 March 2023