



## MODERN SLAVERY, HUMAN TRAFFICKING & ANTI-CHILD LABOR POLICY

Laboratory Supplies Ltd T/A Lennox is a company committed to meeting its obligations as a leading supplier to its clients including those obligations in respect of Modern Slavery, Human Trafficking and Child Labor legislation in Ireland and in other countries where we operate.

Lennox does not tolerate Modern Slavery, Human Trafficking or Child Labor practices within any of its businesses or in any part of its supply chain., acting ethically in its relations with our Interested Parties.

Use of Child labor is not permissible at Lennox. We support the development of legitimate workplace apprenticeship, work experience and cooperative programmes for the educational benefit of young people in partnership with reputable educational bodies. Lennox do not employ any person below the legal age limit at the workplace. No employee is made to work against his/her will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to work.

The countries where we purchase materials vary, but are deemed low risk, however we assess risk and make selected enquiries as part of our sustainable procurement policy and processes.

Where possible we build long standing relationships with local suppliers and contractors and make clear our expectations of business behaviour.

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 relevant members of staff.

It is up to each of us at Lennox to ask questions whenever we feel direction is unclear and to challenge and report any suspected unethical business conduct, violation of this statement, or violation of our policies or procedures.

Asking questions, reporting concerns, and actively pursuing clarity about our choices or actions helps us identify and avoid problems more effectively.

All reports of potential violations will be taken seriously and handled appropriately through follow up steps such as investigation, remediation, and where necessary, corrective actions to address issues, learn from mistakes and avoid recurrence.

All Lennox employees have an obligation to report knowledge or suspicion of slavery or human trafficking. Any genuine suspicion or knowledge of slavery or human trafficking is to be immediately reported.

Lennox employees who raise concerns of slavery or human trafficking in good faith may do so without fear of discrimination or reprisal.

A handwritten signature in black ink that reads 'Leslie Brett'.

Chief Executive  
Date: 27 July 2022