

## **Meridian Bioscience, Inc. Anti-Slavery and Human Trafficking Statement**

**Background:** The California Transparency in Supply Chains Act 2010 and the United Kingdom Modern Slavery Act 2015 require organizations meeting certain business conditions to provide public disclosures of their efforts to eliminate and eradicate slavery and human trafficking from their supply chains and in any parts of their own business. This disclosure is intended to provide the public, consumers, and customers with information that will outline Meridian Bioscience, Inc.'s and its subsidiaries (collectively "Meridian") position regarding human rights and the social integrity of the goods they are purchasing.

Meridian is committed to executing business with the highest ethical standards including the adoption of practices to combat modern slavery and human trafficking. Meridian conducts business with suppliers who also share these values and high standards of conduct and is committed to preventing slavery and human trafficking in its corporate activities.

This statement sets out Meridian's actions taken in the last financial year to manage potential modern slavery risks related to Meridian's business.

**Supply Chains:** Meridian's supply chains include the sourcing of raw materials and components related to the manufacture of diagnostic test kits, purified reagents and related products. Meridian uses a wide range of suppliers who supply goods for sale and/or provide services. Meridian is not aware of any human trafficking /slavery activities.

**Verification:** Meridian has continued to evaluate prospective and current suppliers through a business review focused on compliance and risk-based assessments. A key part of the risk assessment process is to evaluate our suppliers through standard supplier qualification and audit procedures. Supplier confirmation of compliance with these standards is necessary in order to do business with Meridian. Qualified employees undertake activities to assess and address risk – third party verifiers are not used.

**Audit:** Meridian conducts audits of suppliers in association with our quality system and established quality standards. These audits are announced and conducted by Meridian employees. Standard audit and certification practices include a review of supplier qualification, review of records and clear written notice from Meridian of our business expectations.

**Certification:** Our standard contracts, statements of work and purchase order agreements have provisions for supplier certification that the materials and services provided comply with the anti-slavery and human trafficking laws of the country or countries in which they do business as well as Meridian's anti-slavery and human trafficking standards. Compliance with applicable laws is a condition of doing business with Meridian and Meridian will enforce the terms of the agreements in the event the supplier/contractor violates such certification.

**Internal Accountability:** Meridian has a Code of Ethics which sets out the principles which all Directors, Officers and employees of Meridian are expected to adhere to in order to act professionally, fairly and with integrity in all our business dealings and our business relationships wherever we operate.

Our Anti-Slavery and Human Trafficking Policy reflects our commitment to provide a central and accessible source of reference for our employees and related parties on Meridian's commitment and approach to tackling Modern Slavery. The policy includes definitions of Modern Slavery, the steps that should be taken to assist employees in the prevention of modern slavery and what to do if an incident is suspected. We encourage and require employees and related parties to be vigilant and

confident to report any suspicion of slavery, forced labour or human trafficking and will provide appropriate support to them in that process.

Meridian also abides by a Conflict Minerals Policy which sets out certain guidelines and criteria for the identification of the use of any Conflict Minerals within the Company's supply chain.

Should there be any evidence of non-compliance with the Company's anti-slavery and human trafficking standards Meridian will launch an investigation and, if it is needed, will require corrective action. Meridian may terminate its relationship with individuals and organizations working on its behalf if they do not meet Company standards regarding modern slavery and human trafficking.

**Training:** All Meridian employees are introduced to Meridian's Code of Ethics and associated policies during their induction training to ensure a general understanding of Meridian's responsibilities in this area. The Meridian Anti-Slavery and Human Trafficking Policy has been included within the employee handbook which is issued to all employees when they commence employment and re-issued to all employees following major revisions. Relevant training and support is provided as part of the Meridian Annual Training in which we provide information and guidance to our employees on the definition of Modern Slavery in order to help them understand the risks of modern slavery and human trafficking in our supply chains and our business. Meridian's Code of Ethics and business conduct does require employees and third-parties doing business with or acting on behalf of Meridian to act ethically, honestly and in compliance with all laws and regulations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010 and constitutes Meridian's slavery and human trafficking statement for the financial year ending 2017.

This statement was approved by the Meridian Bioscience, Inc. Board of Directors.