

MODERN SLAVERY POLICY

(2023 - 2024)



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Our statement on the Modern Slavery Act

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 ('the Act') and sets out the steps that we, Greyhound Chromatography and Allied Chemicals (further referred to as 'Greyhound Chromatography') take to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

Our Structure

Greyhound Chromatography is a limited company, privately owned by three shareholders.

Established in 1981, Greyhound has been supplying high quality Chromatography consumables to Research and Analysis laboratories around the world for over 40 years. Greyhound Chromatography operates from a warehouse facility located in Birkenhead, Merseyside, United Kingdom.

We are a leading global manufacturer and distributor of the highest quality chromatography columns, consumables, certified reference standards and materials, research chemicals, solvents, reagents and laboratory consumables. Greyhound supplies research and analysis scientists working in all scientific disciplines.

Our Policy on Slavery and Human Trafficking

We remain fully committed to ensuring there's no slavery or human trafficking in our supply chain or in any part of our business. This policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place.

Our management team have overall responsibility for making sure all aspects of this policy are acted upon. This policy reflects our legal and ethical obligations and that of our employees, our support partners and stakeholders.

Processes for Slavery and Human Trafficking

All employees are thoroughly screened in line with current UK employment regulations, before they commence employment with us, which includes identity checks and confirmation of entitlement to work in the UK. All members of staff are required to complete annual training on a number of key policies.

Our Supply Chain

We have systems in place to identify and assess potential risk areas within our supply chain and to mitigate any identified areas of risk. We encourage our suppliers and contractors to report any concerns that slavery or human trafficking may be, or is, taking place. Our standard procurement processes include a variety of checks and reviews designed to make sure the suppliers we engage with have the capability and capacity to comply with our policies and commercial terms.

We also check that our contracts undergo appropriate assessment and have appropriate contract clauses in place.

We regularly look to improve our supply chain processes. We conduct tailored training for our purchasing team, and contract managers to help individuals identify high-risk commodities and services before ordering. We update this training every year and ask people in relevant roles undertake annual refresher training. We've embedded a formal process to report potential breaches into our business. We would consider any instances of non-compliance on a case-by-case basis and take remedial action as appropriate, this may potentially include withdrawing from an existing commercial arrangement. We require new suppliers to maintain a statement in line with the Act to minimise the risk of an offence being committed.

Child Labour

Greyhound will not accept the use of child labour in its operations under any circumstances and will not purchase products from any supplier that uses child labour within their supply chain.

We will refer to the legal minimum age for employment or the age for completing compulsory education in the country of supply. However, the minimum age shall never be younger than 16 years.

Fair and Ethical Employment Practices

Greyhound Chromatography and its suppliers must comply with Government Legislation and laws by providing realistic wages, benefits and reasonable working hours. Ourselves and our suppliers must compensate their employees at a rate equal to, or greater than, the agreed government minimum wage. Greyhound Chromatography does not allow its employees to exceed the government stipulated regulated working hours and observes strict limits on overtime working.

Forced or Compulsory Labour

Greyhound will not accept forced or compulsory labour in its operations under any circumstances and will not purchase products from any Supplier that utilises forced or compulsory labour. Every employee must be a willing worker.

Forced prison labour, or work against the will of an employee, including work required as a means of political coercion or punishment for expression of political views is strictly forbidden. No employee shall be subject to corporal punishment, threats of violence, or other forms of psychological or physical harassment, abuse or coercion.

Freedom of Association

Greyhound Chromatography allows its employees the rights to associate, organise and bargain collectively in a lawful and peaceful manner, without penalty or interference, and expects its suppliers to respect the same rights.

Assurance controls

Our risk management process identifies, assesses, monitors and reports on compliance risks, including compliance with our obligations under the Act. We assess the effectiveness of the controls in place, the impact of these risks (should they materialise) and the likelihood of this happening.