

VWR International Ltd
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Modern Slavery and Human Trafficking Statement 2019

Organisation Structure

VWR International Ltd, now employs over 782 associates across the UK. Situated in Leicestershire is our Customer Service Centre and purpose-built warehouse. Since 1985 VWR has continued to grow and have since welcomed Jencons, Lab3, Basan, Peqlab, Hichrom and Therapak, which has meant that we are able to consistently provide an unmatched product choice for our customers. VWR services include custom manufacturing and support of research and laboratory operations.

In 2017, VWR was acquired by Avantor, a vertically integrated global supplier of discovery-to-delivery solutions for the global life sciences, advanced technologies and research industries. VWR's expansive channel access and deep customer relationships strengthens Avantor's abilities, adding a vital new dimension to the full scope of solutions we can provide-from discovery to delivery.

Purpose of this Policy

This statement is made in accordance with section 54 part 6 of the [Modern Slavery Act 2015](#).

VWR International Ltd aims to ensure that there is zero slavery and human trafficking taking place in any part of the organisation or supply chain. This policy sets out the steps that have been taken to achieve this aim.

Steps for the Prevention of Slavery and Human Trafficking within VWR International Ltd

- VWR International Ltd is committed to acting ethically and with integrity in all our business dealings. This is reflected on page 10 of our [Avantor Code of Conduct](#) that every new Avantor associate is expected to read and sign. A refresher training session is then issued every year for each associate to complete.
- VWR International Ltd has implemented an Ethical Trading Policy, reinforcing the company principles that are based on the internationally accepted standards listed in the [Ethical Trading Initiative Base Code](#).
- During the financial year we implemented a training program to raise awareness of the Modern Slavery Act within the UK VWR organisation.
- In addition to the training program we published the Home Office Modern Slavery Awareness & Victim Identification Guidance booklet on our company intranet to make it available for all employees to view.
- Within our organisation, we carry out checks when an individual comes to work for the company, we check that they have access to their own bank account, in their name or joint names. We also request to see originals of their passport and other Right to Work documentation.

- During this year we have also been working to further increase the awareness on this topic within our sales organisation. We have an anonymous hotline for associates to use, we have a copy of the Home Office's published Modern Slavery and Victim Identification Guide' available on the company intranet which is available for all associates to view at any time.

Slavery and Human Trafficking within the Supply Chain

VWR International Ltd acknowledges that whilst we recognise our statutory obligation to set out the steps that we have taken to ensure that slavery and human trafficking is not taking place in our supply chain, we cannot control the conduct of individuals and organisations within that chain. In order to address this, the following steps have been made:

- VWR International Ltd has implemented a Supplier Sustainability Charter for suppliers to complete and sign. This communicates VWR's values and outlines its expectations for its suppliers in the areas of social import, environmental protection and governance. VWR is committed to building a responsible and transparent supply chain.
- VWR International Ltd launched a global sustainability survey to suppliers in to allow us to better understand how our suppliers addressed sustainability related issues and to build transparency throughout the supply chain. This included labour practices and working conditions, safety, environmental protection, product sustainability and governance.
- Following on from this, a Sustainability Risk Assessment is conducted, and the questionnaires have been incorporated into the audits that are carried out by the global sourcing team. Therefore, we are not only telling suppliers of our expectations, but now evaluating their Sustainability performance, assessing the related risks and when needed auditing them on their practices.
- Every year, our Quality, Regulatory and /or Marketing/Sourcing teams audit our suppliers. Compliance of our supplier with ethic and integrity principles, sustainability, health and safety etc are controlled during these audits.
- A working group has been created which consists of individuals from various departments such as HR, Quality, Regulatory Affairs, Sourcing, Compliance and more. This group works towards topics to improve our statement.

Reporting

Associates are encouraged to report any concerns regarding the treatment of fellow associates to their line manager or Human Resources department. This ensures that all associates feel able to report treatment of any associate prohibited by law, including slavery and human trafficking, without the threat of repercussion.

Doing Business, the Avantor Way – providing essential guidelines for associates to understand responsibilities and obligations to comply with the law and to advise VWR International management of anything that is not in compliance with the law. Associates have the means, via the Associate Hotline, to confidentially and anonymously report concerns regarding theft, fraud, workplace violence, conflicts of interest, accounting and internal control issues, or violations of the Avantor Code of Ethics and Conduct.

VWR International Ltd is a company with strong beliefs and values. By continuing to honour those beliefs and values and live by the code of conduct that underpins them, we can look forward to a future filled with success.

Eilidh Robertson
Managing Director
VWR International Ltd

Date: 31.01.2020

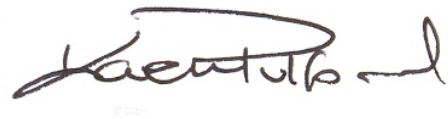
Signature:

A handwritten signature in black ink, appearing to be 'ER', written over a light blue horizontal line.

Karen Pulford
Finance/Infrastructure Director
VWR International Ltd

Date: 31.01.2020

Signature

A handwritten signature in black ink, appearing to be 'Karen Pulford', written over a light blue horizontal line.