



MODERN SLAVERY ACT STATEMENT

The statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and the California Transparency in Supply Chains Act 2010 (the "Acts"). It covers all Monobind Inc. (Monobind) entities worldwide and describes measures in place at Monobind to ensure that slavery and human trafficking are not taking place within our business and supply chain. In accordance with the Acts, this statement is available [online](#) and at <https://www.monobind.com/Support-Areas/Sales-Policies->.

Our Commitment

At Monobind, we believe that doing the right thing is fundamental to the continued success of our business. We accept the challenge to be mindful of the effect our operations and processes have within the communities in which we do business and on the people who contribute to our efforts to meet our objectives.

Monobind believes that the company and its employees must demonstrate respect for the dignity of all individuals. In our Code of Business Conduct, we pledge to comply with all applicable laws in the countries in which Monobind does business.

We will not tolerate modern slavery, forced or child labor, nor deal with businesses that do. We expect the same of our partners and suppliers in our worldwide supply chain and, we will act with speed should any audit or accusation uncover a violation of these principles.

Monobind Supply Chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. This statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chain.

Monobind's suppliers play an important role in the success of our organization. We work with suppliers who provide raw materials, goods, and services driving risk management and quality performance throughout the supply chain. Monobind requires that each of its suppliers comply with all laws, rulings and regulations in the jurisdictions where they do business. That includes laws related to equal opportunity and non-discrimination, and laws prohibiting human trafficking and slavery. Monobind employees are encouraged to report to management if they suspect that any supplier is engaging in unethical behavior. If Monobind verifies that any supplier is in violation of applicable laws, Monobind has the right to terminate the agreement with the supplier.

Our Code of Business Conduct includes explicit prohibitions against trafficking in persons, sex trafficking, forced labor and fraudulent practices in recruiting by Monobind employees and added requirements for Monobind staff to closely scrutinize the operations of our supply chain to ensure their compliance with this requirement. Our Supplier Code of Conduct, which is applicable to all Monobind supplier contracts and orders, bans the use of child labor, forced labor and human trafficking by its supply chain. Monobind employs robust supplier selection, supplier qualification, and sustainability management processes which

require key suppliers to disclose details about their own policies and procedures to prevent and detect modern slavery and human trafficking. Monobind is committed to enforcing and expanding its disclosure requirements with suppliers as part of its ongoing supplier management programs.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we have in place systems to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor and audit potential risk areas in our supply chain.
- Protect whistle blowers.

We have a dedicated global compliance team, which consists of representatives from our Human Resources (HR), HR Consultants and Legal Consultants, with assistance from Monobind's Purchasing and Supplier Quality Department.

Training, Awareness and Reporting

Our internal policies and procedures aim to ensure that our employees understand and comply with all laws, rulings, and regulations in their area of business.

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide ethics and compliance training to our management team. Managers are required to be trained on key legal issues affecting our global business and that includes laws prohibiting human trafficking and slavery. Employees also are encouraged to seek guidance when they have questions or concerns regarding our policies and procedures through our HR department. Employees may also use these channels to report any concerns or suspicions related to company or supplier actions. The HR department is available to employees and other third parties to raise issues or concerns regarding various compliance employment and legal issues, including those involving modern slavery and human trafficking.

About Monobind

Monobind enhances health in communities worldwide by supplying laboratory diagnostics which are innovative, simple to use, cost effective and vital for human-care. The company's AccuBind® ELISA and AccuLite® CLIA systems are offered in the IVD areas of Thyroid, Fertility & Steroid, Tumor & Cardiac Markers, Anemia, Bone Metabolism, Diabetes, Neonatal & Prenatal, Allergy, and Infectious Disease Testing. And with VAST® products, users receive a panel of markers in just one kit.

Based on a 96-well microplate, Monobind kits can be run manually or with fully automated analyzers, including Monobind-brand equipment for optimal performance. In addition to diagnostic systems, Monobind processes biomaterials for the largest IVD manufacturers, providing reagent-grade fractionated human

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blood-products (Albumin and Gamma-Globulin), purified-human plasma, serum and urine for unique applications and exact specifications.

Sophisticated GMP, Regulatory, and QA Commitments are the backbone to Monobind's reliable and reproducible product line as demonstrated by our ISO 13485 Certification, CE Mark, GMP & FDA Registration and numerous Vendor Approvals and Awards from our elite customers.

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