



Modern Slavery Policy

Introduction

This statement is made in accordance with Section 54.1 of the Modern Slavery Act 2015 by G. H. Zeal Ltd. The statement mentions actions taken to address modern slavery in its own operations and supply chain.

Since 1888 Zeal has delivered innovative high quality products to Scientific, Healthcare and Industrial Institutions throughout the world. We work with high integrity to the very best of our ability in a compliance lead structure with complete respect for human rights.

We are proud of our efforts on this issue so far but are mindful that our program must continually improve as we remain watchful in our battle against this global human rights abuse.

Structure and Operations

For 135 years, Zeal has laid down the standard for high quality precision instrumentation, and today the company's dedicated team help to advance technology, and benefit the world to work more safely, efficiently, and reliably.

Supply Chain

Zeal's supply chain is expansive. We source a variety of raw materials and components that are incorporated into our products and services we manufacture and sell. The company also buys products and services to support the business operations.

Our Commitments

Our commitment to human rights is founded in the United Nations Office of the High Commissioner of Human Rights (OHCHR) Guiding Principles, and the Organisation for Economic Co-operation and Development (OECD). Driven by those values, we strive to respect the fundamental dignity of everyone we might affect directly through our operations, products, and services and indirectly through our business associations across the globe.



"G. H. Zeal is committed to taking action to prevent acts of modern slavery and human trafficking in all its business operations and supply chains".

Geoff Excell Managing Director



Governance

Zeal has respect for human rights rooted in the foundations of the organisation with a multi-layered approach with involvement from the most senior levels of the Company and execution driven by senior management within our businesses. The Company's Board of Directors and its appointed committees supervise the execution of Zeal's strategies and initiatives, including human rights - as an integrated part of the company's over-all policy's.



Training & Awareness

Zeal's human rights program depends on the understanding of our people and business partners. We aim to provide awareness training on human rights and forced labour which gives employees an easy, efficient way to understand the principles of human rights and the company-wide policies and programs, and most importantly, how they can serve a role in identifying and reporting possible signs of human rights offences.

Due Diligence & On-Site Supplier Assessments

Zeal strives to ensure compliance through a rigorous due diligence program reaching throughout our supply chain. One significant way Zeal advances respect for human rights, in particular in the area of forced labour, is through our ethical supply chain program. Under this program, businesses (which have agreed to be part of the reporting procedures) conduct due diligence on their suppliers, based upon the site and type of service engagement, Zeal will research and assess the third party for human rights risks. These assessments inquire specifically into how workers are recruited and treated by their employers to detect any conditions of modern slavery. When infringements are identified, our goal is to work with and encourage the suppliers to bring their practices into compliance with our requirements. However, we will suspend or terminate our relationship with a supplier if the supplier is uncooperative or findings are not promptly addressed.

Ongoing Assessment & Effectiveness Review

Zeal continuously strives for improvement in all aspects of its operations. Our Ethics & Compliance team runs an annual assessment that focuses on evaluating the inherent risks and the strength of our controls across all our businesses. Results from this process are used in many aspects of the compliance program including identifying additional training needs, control improvements, and or other areas that may need remedial action.

Statement from the Managing Director of G. H. Zeal Ltd

Zeal is committed to bring about positive change in the way that migrant workers are recruited and to stamp out modern slavery where we have an influence. We aim to:

- ◆ Create demand for responsible recruitment by raising awareness about the benefits of ethical practices and developing ways to assist companies implement the Minimum Salary and Fair Pay Principle.
- ◆ Advocate for improved protection for migrant workers by encouraging dialogue to expand the effective legislation and enforcement of the recruitment industry.

Conclusion

We have been and remain fully committed to upholding our fundamental principles in an essential effort to drive down and eliminate UK Modern Slavery wherever we can.



Geoff Excell, Managing Director 21.08.2023