

Sakura Finetek UK Ltd. Modern Slavery Statement FY 25-26

1. Introduction

Modern slavery is the illegal exploitation of people for personal or commercial gain. It takes various forms, such as slavery, servitude, forced and compulsory labour, debt bondage and human trafficking, often in horrendous conditions from which the victim cannot escape. All of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation.

Sakura Finetek UK Ltd has a zero-tolerance approach to modern slavery. As part of the Code of Business Conduct and its related policies which have been implemented for Sakura Finetek Europe BV and its subsidiaries of which Sakura Finetek UK Ltd is one we are committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own group of companies or we require our business partners to do the same.

2. Statement

Section 54 of the UK Modern Slavery Act (2015) requires commercial organisations that operate in the UK and have an annual turnover above £36m to produce a Slavery and Human Trafficking statement each year. Sakura Finetek UK Ltd does not have an annual turnover above £36m, so therefore are not required under this legislation to produce a yearly statement. However, we choose to voluntarily produce a statement.

This Statement relates to the company's Financial Year ending October 1st 2026.

Sakura Finetek UK Ltd. cannot guarantee that the entire supply chain is slavery free, but this is not a requirement. However, we will demonstrate the steps we have taken to assess any risks and how we mitigate those.

3. Organisational Information

Sakura Finetek Europe B.V. and its subsidiaries (including Sakura Finetek UK, hereinafter together referred to as 'Sakura Finetek') empower pathology professionals to provide the best quality cancer diagnostics to their patients and we strive to do so in an economic, social and environmentally sustainable way. Sakura is committed to apply high ethical standards.

4. Our Supply Chain and Procurement

Sakura Finetek UK Ltd. through its parent company, Sakura Finetek Europe BV works with 40 suppliers for the products for cancer diagnostics that it distributes, markets and sells, concentrated mainly in Japan and the United States of America where our other group companies are located and some low-risk European countries. We are committed to ensuring transparency in our own business and our supply chains and expect the same due diligence and commitment from our business partners.

When procuring goods or services we have processes in place to consider Modern Slavery risks. We ensure we carry out supplier due diligence.

This includes:

- Robust supplier selection and policies
- Supplier questionnaire and possibility to audit
- Mapping of the supply chain to identify geographical areas of higher risk

5. Areas of risk identified within the business and supply chain

Supplier risk assessment:

We conduct an annual risk assessment of our suppliers in relation to Modern Slavery using the following process:

- The risk level is determined using the scale according to the global slavery index. <https://www.globalslaveryindex.org>
- This is cross referenced with the list of goods from the US department of Labour that have been identified to be at higher risk of being produced by child or forced labour. <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>
- Then the sector is checked against the [ILO's Global Estimates of Modern Slavery](#)

Findings:

Tier 1

All Tier 1 suppliers were assessed to be low risk, based on country-of-origin prevalence and vulnerability.

Tier 2

The majority of the suppliers in our Tier 2 are identified as low risk based on country-of-origin prevalence and vulnerability. One supplier was classified as medium risk due to country of origin, prevalence and vulnerability, and an industry marker for Manufacturing and Electronics, an acknowledge increased risk factor.

The Tier 1 and Tier 2 supplier risk level will be reviewed yearly and reported on.

6. Policies and Processes relating to Modern Slavery

The following company policies support our Modern Slavery due diligence:

- Anti-Slavery and Anti-Trafficking Policy
- Business Partner Code
- Whistleblowing Policy
- Speak Up Procedure
- Code of Business Conduct
- Policy on Fair Competition

KPIs

We will use key performance indicators (KPIs) to measure how effective our actions are to identify and address modern slavery practices in any part of our operations and supply chains have been.

Below are the key performance areas that we assess:

- Governance & due diligence
- Procurement & supply chain
- HR practices, training & education

Against each of these focus areas we have developed KPIs that are used to assess the effectiveness of our actions. These include:

- Update of the Modern Slavery Statement and completion of the MSAT yearly
- Annual modern slavery risk assessment of suppliers conducted
- Completion rates for awareness training

Over subsequent reporting periods, we will continue to review and enhance these KPIs and develop further metrics to assess the effectiveness of our actions, in line with continuous improvement.

7. Training of employees around Modern Slavery

Awareness training incorporating Modern Slavery is provided yearly to all employees. In addition, this is done as part of the on-boarding of new employees and when policies are updated.

8. Reporting

If a case of Modern Slavery is suspected, then the following is advised.

A suspected victim of modern slavery is not to be confronted directly as this may endanger them.

If an immediate risk to life, then call the local emergency number (e.g. 911 in the US, 112 in Europe, 999 in the UK), then contact the national helpline or report it online.

Helplines and On-line Reporting

Country	Helpline	Phone	Online
EU	Anti-trafficking hotline		See https://help.unhcr.org/hungary/wp-content/uploads/sites/86/2022/04/trafficking-hotlines.pdf
UK	Modern Slavery Helpline	08000 232 700	https://www.modernslaveryhelpline.org/report
US	National Human Trafficking Hotline	1-888-373-7888	https://humantraffickinghotline.org/en/report-trafficking

Following our Speak-up Policy, employees are required to take any suspicions to their line manager, HR business partner or to the Business Integrity & Compliance Committee. Employees also have access to a whistleblowing process.

If there are concerns around modern slavery with any of our suppliers, we will contact them and offer to work with them to remedy the situation. We will ask them to implement an improvement action plan, and we will follow up with them.

If the response from any of our suppliers seems inadequate and appropriate measures are not put in place to address coercion, threat, abuse, and exploitation of workers, then we would look to give that company more support, guidance and incentives to tackle the issue. This could include working with at-risk suppliers to provide training, messages and business incentives or guidance to implement anti-slavery policies.

If modern slavery is identified or suspected, and resolution is not possible with the supplier, then we will engage with local Non-Governmental Organisations, industry bodies, trade unions or other support organisations to attempt to remedy the situation. If warranted, we will contact local government and law enforcement bodies. Our approach will always consider the safest outcome for the potential victims while also remember the economic influence and control which the organisation holds over those who may be committing these crimes.

9. Breaches

Any employee who is in breach of our Code of Business Conduct and its related policies will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Any suppliers, individuals or organisations working with us, or on our behalf, who breach our policies related to this statement may have their relationship or contract with us terminated.

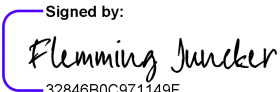
10. Responsibility

The Management of Sakura Finetek UK Ltd. has overall responsibility for this statement.

11. Review and Communication

This statement will be reviewed yearly and signed by a director or equivalent and then published on our website. Internally it will be published on our intranet.

12. Board / Senior Management Approval

SIGNED:	Signed by:  32846B0C971149F...	Signed by:  DADB5241B31F43E...
NAME:	Flemming Juncker	Jaap Stuut
JOB TITLE:	Sr. Director	President
DATE:	16-08-2026	17-08-2026