

MODERN SLAVERY ACT STATEMENT

1. Introduction from the Boards of Directors of STARLIMS UK Limited and Labstep Limited

Acting ethically and in compliance with all applicable law is at the core of how the STARLIMS group of companies (the “STARLIMS Group”) operates. Accordingly, it is a priority for STARLIMS UK Ltd. and Labstep Ltd. (collectively, “we” or the “organisation”) to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain, including in further enhancing our supplier due diligence and monitoring processes.

2. Organisation's structure

1. We are a global provider of laboratory software, part of the STARLIMS Group. Our ultimate parent company is STARLIMS Ltd., an Israeli company. The STARLIMS Group has over 200 employees worldwide, entities in the United Kingdom, Europe, Asia and Israel and operates worldwide. For more information, please visit www.starlims.com and www.labstep.com.

3. Our supply chains

As a provider of software and related professional services, we do not operate within an industry where modern slavery is prevalent. Nonetheless, we are committed to ethical conduct and to taking steps to minimise any potential risks of unethical conduct.

4. Our policies on slavery and human trafficking

Accordingly, we have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business, which we continuously review and update as necessary:

- STARLIMS Code of Business Conduct and Ethics;
- STARLIMS Global Risk Compliance Policy;
- STARLIMS Ethics Hotline;
- STARLIMS Denied Party Customer Screening Process; and
- A set of robust Supplier Controls and related processes and procedures.
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5. Due diligence processes for slavery and human trafficking; Supplier adherence to our values and ethics

While we do not operate within an industry where modern slavery is prevalent, we employ due diligence throughout our organisation in the following ways:

- Prior to approving a supplier, we ensure that a supplier demonstrates suitability, including in complying with applicable labor and other laws, and meets a set of robust risk-adjusted criteria;
- We apply our Code of Business Conduct and Ethics to our suppliers;
- We re-evaluate suppliers for compliance at regular intervals;
- We conduct denied party and sanction screenings on both suppliers and customers;
- We monitor potential risk areas in our supply chains; and
- We facilitate reporting and protect whistle blowers through our Ethics Hotline.

6. Collective Compliance. Compliance and ethics are critical to our organisation. In addition to ensuring that each individual within STARLIMS feels responsible for compliance, our Legal, Human Resources, Finance, Quality and Executive Leadership Teams ensure that we are acting in compliance with applicable law and internal policies and procedures regarding the same.

7. Training

To ensure a high level of understanding of compliance within the STARLIMS Group, we provide regular training to our staff and contractors.

8. Our effectiveness in combating slavery and human trafficking

The STARLIMS Group is ISO-9001 certified. As such, an independent third party, conducts a review of our adherence to our processes and procedures, including our supplier controls.

9. APPROVED

This joint statement has been approved by each of the Board of Directors of STARLIMS UK Limited and Labstep Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes both companies' slavery and human trafficking statements for the financial year ending 31 December 2024.