



Slavery and Human Trafficking Statement

As the world leader in serving science, we are committed to upholding the highest standards in our interactions with customers, our colleagues and the communities in which we live and work. At Thermo Fisher Scientific, everything we do begins with our Mission - to enable our customers to make the world healthier, cleaner and safer.

To fulfil our Mission, we have a remarkable team of colleagues who bring unique perspectives and talents. Their dedication leads to innovative technologies that help our customers address some of society's most pressing challenges, including treatment of disease, access to clean water and ensuring the safety of our communities.

As part of our commitment to ensuring the safety of our communities we are taking steps in our supply chain to protect against the risks of modern slavery and human trafficking.

Supply Chain Risk Management

Thermo Fisher Scientific is committed to implementing effective systems and controls to ensure that our suppliers recognise our position in relation to compliance with all applicable laws and regulations, including those relating to the prohibition of slavery and human trafficking.

Thermo Fisher Scientific has four key corporate values of Integrity, Intensity, Innovation, and Involvement. These four values form the foundation of our business, and Thermo Fisher expects that our suppliers hold these same values. Our Supplier Code of Conduct outlines Thermo Fisher's specific supplier expectations that are in line with our corporate values. These requirements include:

Child Labour

Suppliers shall not employ under-age labour as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.

Forced Labour/Prison Labour

Suppliers shall not make use of forced or compulsory labour as described in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.

Suppliers shall comply with all applicable labour laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor or human trafficking, as those terms are used in the California Transparency in Supply Chains Act of 2010, California Civil Code, section 1714.43 and the UK Modern Slavery Act 2015.

Supply Chain Monitoring and Compliance

Thermo Fisher Scientific suppliers may never engage in any activity prohibited by our Supplier Code of Conduct by knowingly employing – or failing to impose appropriate corrective action, up to and including termination, a subcontractor or supplier who performs the prohibited activity on behalf of the Thermo Fisher Scientific supplier.

We already have a well-structured supply chain due diligence and audit process in place as part of our corporate commitment to the responsible sourcing of certain materials used in our products. Further details of our Conflict Minerals governance programme are available for review in the resources section on our 'Responsibility' site:

<http://corporate.thermofisher.com/content/dam/tf/responsibility/Documents/Conflict-Minerals-Statement.pdf>

As we set out in our 2017 Modern Slavery Act 2015 statement, we are reviewing the potential for modern slavery in our supply chains through the lens of territorial risk, by initially reviewing suppliers in India, China, Bangladesh and Pakistan, countries which, according to the Global Slavery Index¹, are home to more than half of the global population of people held in some form of slavery. We are aware that we operate in some territories at the highest end of the Global Slavery Index spectrum as well as in some industries and sectors which may be affected by modern slavery.

This year, we have conducted detailed risk assessment, working with the Global Sourcing function and Assent Compliance Inc. to identify the suppliers that we believe are exposed to the highest risk of modern slavery and human trafficking. In addition and working with Assent Compliance Inc., we have begun our enhanced due diligence into our supply chain by surveying our supplier population in some of the key territories set out above to assess where and whether we will need to conduct further work.

Our Internal Policies on Slavery and Human Trafficking

Thermo Fisher Scientific is committed to ensuring that our suppliers are aware of their obligations and our position in relation to modern slavery or human trafficking across our global business and operations. Our Code of Business Conduct and Ethics reflects our commitment to acting ethically and with integrity in all our business relationships. All employees receive compulsory annual training on the importance of acting ethically and with integrity in every area of our business. Any employee of Thermo Fisher who observes or suspects a violation by the Company of any law, regulation, or our Code of Business Conduct and Ethics, is expected to contact a member of the Company's Legal Department or to use Thermo Fisher's Ethics Hotline.

Supplier terms & conditions

In addition to the existing obligation on our suppliers to abide by our Supplier Code of Conduct, which contains specific provisions in relation to modern slavery, we have updated our standard procurement terms to reflect our commitment to combatting modern slavery. Our standard terms and conditions of purchase have also been reviewed for this purpose.

Our Intent

Thermo Fisher Scientific is committed to ensuring that there is no modern slavery in our business or any of our supply chains. Our ambition is to demonstrate that this is the case by undertaking the steps outlined in this statement, working with our supply chain partners and by building increasing rigour in our supply chain due diligence processes.

This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015.



Michael Boxer

Senior Vice President and General Counsel

¹ <http://www.globalslaveryindex.org/findings/>