

## **Lifebit Voluntary Modern Slavery Statement: 2025**

Lifebit is committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken since 2023 to understand potential modern slavery risks within our business structure and supply chain, as well as the steps taken to eradicate these risks.

### **About us**

Lifebit Biotech Ltd, a private limited company, is a precision medicine software company that builds enterprise data platforms for use by organizations with sensitive genomic and biomedical datasets, empowering therapeutic leaders to access and analyse siloed biomedical data. Our operations span several regions, with primary activities centered on the development and delivery of advanced software solutions for the healthcare and research sectors. Our supply chains include a global network of technology and service providers from regions such as North America, Europe, and Asia with restricted amounts of procurement of physical goods and services as a remote first organization.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains mainly consist of the following technology providers:

1. Amazon Web Services (AWS)
2. Google
3. Atlassian
4. Slack

### **Our commitment to ethical trading**

We are committed to ethical trading principles and to acquiring goods and services without harm to others. We work with highly established suppliers of technology services who implement controls for Modern Slavery.

### **Our policies in relation to slavery and human trafficking**

To operationalize our commitment, Lifebit enforces the following specific corporate policies which are reviewed annually:

- **Written Anti-Slavery and Human Trafficking Policy:** Establishes our zero-tolerance approach to modern slavery and details the reporting procedures for employees to flag suspected supply chain concerns.
- **Equal Opportunities - Diversity, Equity & Inclusion Policy:** Governs our recruitment, hiring, and overall workplace conduct to ensure fair and safe treatment for all workers.
- **Whistleblowing Policy:** Encourages employees, contractors, and partners to report any ethical concerns or suspected malpractices in confidence and without fear of retaliation.

Where contractors are used by Lifebit, we ensure they are contracted and paid in line with ethical standards for each respective jurisdiction

### **Due diligence and risk assessment**

To help identify and monitor the risk of slavery and human trafficking in our supply chain, we have reviewed our operations and carried out a formal risk assessment. While the overall risk associated with modern slavery in our business remains very low due to the highly technological, remote-first nature of our operations, we have mapped and analyzed the following specific risk areas within our business and supply chains:

1. **Tier 1 Technology & Cloud Hosting Services (Very Low Risk):** Our primary supply chain consists of global, enterprise-grade technology providers (AWS, Google, etc.). We continuously monitor these vendors to ensure they publish active, compliant annual Modern Slavery statements.
2. **IT Hardware & Office Equipment Procurement (Low Risk):** The procurement of physical laptops and office devices presents a localized supply chain risk. We manage this by purchasing hardware only from reputable, tier-1 manufacturers who maintain documented ethical labor guidelines.
3. **Global Technical Contractors & Agency Labor (Low Risk):** To mitigate risks in professional services, we only employ skilled agency workers through reputable, verified employment agencies that strictly adhere to localized, ethical labor standards.

### **Measuring our effectiveness (KPIs)**

To measure our effectiveness in ensuring that modern slavery and human trafficking are not taking place within our business or supply chains, we track the following key performance indicators (KPIs):

- **Supplier Compliance Tracking:** Target of 100% of our primary software and infrastructure suppliers audited to confirm they maintain published, compliant modern slavery policies.

- Grievance Monitoring: Target of 0 reported modern slavery incidents, complaints, or whistleblower flags raised internally or by our supply chain partners.
- Core Training Completion: Target of 100% completion rate for all staff identified as operating in high-exposure roles (such as HR, legal, and procurement).

We provide our formal assurance that these performance metrics will be actively monitored and maintained throughout the term of the Framework.

### **Training and capacity building**

We recognize that robust capacity building is essential to maintaining a compliant organization.

- Staff Training: Lifebit provides modern slavery and human trafficking awareness training to our HR, procurement, and management teams.
- Framework Assurance: We provide our formal assurance that comprehensive training on identifying and preventing modern slavery risks will be rolled out and completed by all relevant staff prior to the commencement of this Framework.

### **Further steps**

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Provide training to all staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business
- Introduce Modern Slavery Screening into Procurement: Integrate modern slavery risk screening into our vendor selection process for any new suppliers, requiring proof of their own Modern Slavery Statements or ethical labor policies prior to onboarding.

This voluntary slavery and human trafficking statement is made for the financial year ending 2025.

Signed by:



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Maria Chatzou Dunford

**Chief Executive Officer**

Lifebit Biotech Limited