



## Hologic's International Modern Slavery Statement (Oct 2019 – Sep 2020)

This statement explains the steps that Hologic has taken to eliminate slavery and human trafficking from its supply chain. Some countries have implemented legislation that requires certain businesses to provide public disclosure in this regard. This legislation includes, but is not limited to, Section 54, Part 6 of the United Kingdom Slavery Act of 2015 and the Australian Modern Slavery Act of 2018 ("Modern Slavery Laws"). This statement is intended to provide information in accordance with those Modern Slavery Laws and applies to the Hologic entities listed at the end of this statement (collectively "Hologic").

### We at Hologic take Modern Slavery seriously

Hologic is an innovative medical technology company primarily focused on improving women's health and well-being through early detection and treatment. Hologic is a subsidiary of Hologic Inc. and is headquartered in Marlborough, Massachusetts, United States of America.

#### Human Rights and Fair Working Conditions

Human rights and fair working conditions are laid out in our employee [Code of Conduct](#). Compliance with this is mandatory for all employees.

Slavery, servitude, forced labour, bonded labour and human trafficking are issues of increasing global concern, affecting all sectors, regions and economies. Modern slavery is unacceptable within our business and supply chain and combatting it is an important element of our approach to business and human rights. Hologic supports fundamental human rights globally and is committed to a work environment that is free from human trafficking and slavery. We do not allow child or forced labour by our company, nor do we knowingly work with business partners that employ children or forced labour. We also follow all applicable wage and hours laws.

Hologic is also committed to respecting, protecting and championing the human rights of all who come into contact with our operations, including employees, supply chain workers, customers and local communities. We accept our responsibility to support transparency; to find and resolve problems; to regularly review our business practices; and to collaborate with others to protect the rights of workers, particularly those who are most vulnerable to abuses such as modern slavery.

Hologic has strong internal policies on equality and opportunity. At Hologic we embrace our responsibility to be a leading corporate citizen in the communities in which our employees work and live. Specifically, we seek to support local non-profit organisations that are focused on improving education, healthcare and equality.



## Procurement and Contractual Controls

Our Responsible Procurement programme covers materials items and services, including outsourced customer deliveries, logistics, technology, marketing, property, cleaning and catering. The vendors are grouped under four main categories

- Material
- Logistics & Supply Chain
- Property & Facilities Management
- Services

All the purchase orders to these vendors have a specific clause on Modern Slavery and bind the suppliers to commit and comply to applicable Modern Slavery Laws. Most of our suppliers are based in USA / UK and Europe. To enable us to monitor compliance, we are developing a self-assessment and self-audit process for our suppliers, who will self-certify themselves as supporting corporate responsibility, procurement and ethical trade. We will reserve the right to audit our vendors and their subcontractors against our standards and policies. We will cover the Tier-1 suppliers in the first rollout in the next months and plan to cover all suppliers in next three years.

## Our Giving Criteria

Hologic's strategic intent is to strengthen education, healthcare and equality in the communities where our employees work and live.

We support programmes and initiatives in the following areas:

- **STEM Education**  
Programmes that improve science, technology, engineering and mathematics education, especially for under-privileged groups.
- **Healthcare**  
Working with organisations in specific areas that align with Hologic's mission, such as women's health.
- **Equality**  
Groups that promote social and racial justice especially in healthcare.

The Modern Slavery Implementation programme covers:

- Main products/services/customers
- Company structure and subsidiaries, including outside the UK
- Entire supply chains

## Hologic Code of Conduct supports the Modern Slavery compliance across:

Recruitment • Procurement • Whistle-blowing procedures • Migrant labour policies • Child labour policy • Child protection policy • Gender policy • Supplier code of conduct.

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## Training and Governance

Compliance training is required for employees. Training and execution of our Code of Conduct is audited. Violations of Hologic's Code of Conduct is reportable through [Hologic EthicsPoint Website](#).

Approved by the boards of Hologic Ltd., Hologic HUB Ltd., and Hologic (Australia & New Zealand) Pty Ltd.

December 4<sup>th</sup> 2020



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