



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Accucal Ltd

Published in accordance with the Modern Slavery Act 2015

1. Introduction

This statement is made by **AccuCal Ltd** in accordance with Section 54 of the **Modern Slavery Act 2015**. It outlines the steps we are taking to prevent modern slavery and human trafficking in our operations and supply chains.

We are committed to acting ethically, with integrity and transparency, and to implementing and enforcing effective systems and controls to safeguard against any form of modern slavery.

2. Our Business and Structure

AccuCal Ltd is a UK-based provider of pipette calibration, servicing, and maintenance solutions for academic, clinical, and life science laboratories. We operate primarily within the United Kingdom and serve a wide network of research institutions and scientific organisations.

The company employs a small team of highly trained engineers and administrative staff, and sources equipment, consumables, and support services from a range of trusted suppliers.

3. Our Supply Chains

Our supply chain is limited and primarily involves UK-based manufacturers and distributors of laboratory equipment, parts, and calibration materials. While the risk of modern slavery in our direct supply chain is considered low, we remain vigilant, particularly with suppliers that may source products or materials from outside the UK or EU.



4. Policies on Modern Slavery

AccuCal has the following policies in place to support our commitment to ethical conduct:

- **Anti-Slavery and Human Trafficking Policy** – Outlines our stance and reporting mechanisms.
- **Code of Conduct** – Sets expectations for employee behaviour and supplier engagement.
- **Whistleblowing Policy** – Encourages employees to report unethical behaviour, including human rights violations, without fear of retaliation.

These policies are reviewed annually and communicated to all staff.

5. Due Diligence and Risk Management

To identify and mitigate the risk of modern slavery in our supply chain, we have adopted the following measures:

- Vetting new suppliers based on their labour practices and ethical credentials
 - Requiring suppliers to confirm compliance with modern slavery legislation as part of onboarding
 - Prioritising UK and EU-based suppliers where risk is typically lower
 - Conducting periodic reviews of existing suppliers, especially where high-risk regions are involved
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6. Training and Awareness

We ensure that all staff involved in procurement and supplier management receive awareness training on modern slavery and human trafficking, including:

- How to identify potential risks in the supply chain
- How to report concerns internally
- The legal and ethical implications of modern slavery

Training is refreshed annually or when significant legal updates occur.



7. Monitoring and Review

This statement is reviewed annually by AccuCal senior management and updated as necessary to reflect any changes in law, business operations, or supply chain risk.

Progress is monitored through supplier reviews, staff feedback, and reporting channels. We remain committed to continuous improvement in this area.

8. Approval

This statement has been approved by the Director of AccuCal Ltd and will be reviewed and published annually in line with statutory requirements.

Signed:

Ahmed Alastal

A handwritten signature in black ink, appearing to be 'Ahmed Alastal', written over a large, faint blue watermark of a hand.

Position: Director

Date: 01 September 2024