

Slavery and Human Trafficking Statement

of Horizon Discovery Group plc, pursuant to Section 54(1) of the UK Modern Slavery Act 2015 ("Act")

Horizon's Business structure

Horizon Discovery Group plc is the parent company of the Horizon and Dharmacon group of companies ("Horizon"). Horizon comprises translational genomics companies developing and supplying patient-relevant drug discovery and diagnostic reference standards and offers an extensive range of catalogue products and related research services to support a greater understanding of the function of genes across all species and the genetic drivers of human disease and the development of personalised molecular, cell and gene therapies.

We distribute a wide range of products to numerous countries around the world, using specialist logistics, distribution and sales support from reputable, internationally known providers.

Our supply chain is mostly services and products supporting our labs and offices around the world, which we purchase from a pool of suppliers that we control and regularly assess through questionnaires and appropriate screenings, among other due diligence practices.

Although we operate in an, arguably, low-risk services industry, Horizon fully supports the need to combat modern slavery and human trafficking and is committed to constantly improving its policies and procedures to achieve that.

To demonstrate Horizon's strong commitment to the objectives of the Act and our opposition to slavery and human trafficking in any part of our business, Horizon Discovery Group plc is compiling the present statement, on behalf of itself and all of its subsidiaries, although only one of said subsidiaries is caught under the Act, namely Horizon Discovery Limited.

Due to the impact of COVID-19 in Horizon's operations, including addressing immediate business needs, customer requirements and, most importantly the health and safety of our employees, in accordance with the Statutory Guidance for England and Wales (under s49 of the Modern Slavery Act 2015) issued by the UK government on 20 April 2020, we present the current statement subsequently to the otherwise applicable deadline of 30 June 2020.

Horizon's supply chains

Under our standard procurement policies and procedures applicable throughout the whole Horizon group, Horizon screens all new suppliers and reviews all its suppliers and assesses them on a number of corporate issues on a regular basis. Horizon uses vendors and service providers that hold appropriate accreditations and other applicable qualifications, have robust internal corporate compliance and responsibility policies and are of a reputable and well-renowned status.

Horizon's Policies and Procedures on Slavery and Human Trafficking

- a) As part of our compliance with the Act, during 2019 and 2020, we have continued to screen all our suppliers' group-wise on, among others, elements of corporate compliance, financial requirements and sanctions and no evidence of breaches have been found.
- b) Due to the COVID-19 impact, certain steps we had identified and aimed to complete have been postponed and are currently still in the process of being completed. As such, current and new steps to be taken during 2020 and 2021 are the following:
 - Revise and implement our company-wide Code of Conduct to include clear statements around the requirements of human rights protection and absolute non-tolerance of slavery or forced labour in our business;
 - Revise and update the Horizon Anti-Slavery and human trafficking policy;
 - Enhance the Horizon Supplier due diligence questionnaires with questions around their Slavery and Human Trafficking policies and obligations for compliance;
 - Communicate, from a senior management level, the revised Anti-Slavery Policy to all our employees, re-iterating the importance of overall compliance with an emphasis on modern slavery and human trafficking risks;

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- Update and roll out to all employees training on the Anti-Slavery and Human Trafficking policy as well as monitor the training results to ensure maximum participation and comprehension;
- Utilize the newly-implemented online contract management system in order to ensure that appropriate contractual provisions are contained in the relevant supply contracts, including warranties and audit rights to ensure compliance on our suppliers' behalf and on behalf of their own suppliers/subcontractors;
- Continue to screen, assess and constantly monitor the, potentially, risk areas in our supply chains;
- Encourage all our employees to report any concerning behaviours they notice, in accordance with our Whistleblower policy;
- Implement a new Responsible Procurement Policy to further ensure the adherence of our Supplier base to our ethical standards.

Key performance indicators

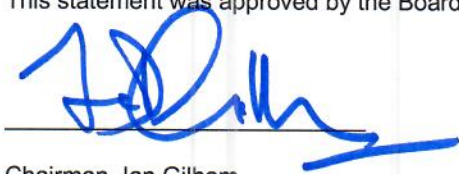
So far, there have been no reports or concerns raised on any of Horizon's suppliers' behaviour that would constitute a breach of the Act. Horizon continues to monitor our suppliers' performance.

Conclusion

We are not aware of any slavery or human trafficking taking place in our organisation and we remain confident that, with the implementation of the steps listed above and the collaboration of all our employees, we will continue to ensure compliance with the Act.

Horizon met the turnover threshold applicable under section 54 of the UK Modern Slavery Act 2015 ("Act") and this statement constitutes our Slavery and Human Trafficking Statement for the financial year ending on 31st December 2019.

This statement was approved by the Board of Directors of Horizon Discovery Group plc on 17th December 2020.



Chairman, Ian Gilham

17th December 2020