

THERMO FISHER SCIENTIFIC INC: MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT 2018

As part of our commitment to ensuring the safety of our communities we are committed to combatting slavery and human trafficking across our global operations.

Organisation Structure

Thermo Fisher Scientific Inc., as a parent company, issues this statement on behalf of itself and each of its subsidiaries that are subject to the Act. For the purposes of this statement, Thermo Fisher Scientific Inc. and each of its subsidiaries subject to the Act, which are listed in Appendix A, are collectively referred to as "Thermo Fisher Scientific" or the "Group").

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and constitutes the Group's slavery and human trafficking statement for the financial year ending 31 December 2018.

Thermo Fisher Scientific is the world leader in serving science, with approximately 70,000 employees, operations in over 100 countries worldwide and revenues of more than \$24 billion. Our stock is traded on the New York Stock Exchange under the symbol "TMO".

Our mission is to enable our customers to make the world healthier, cleaner and safer. We help our customers accelerate life sciences research, solve complex analytical challenges, improve patient diagnostics, deliver medicines to market and increase laboratory productivity.

Through our premier brands – Thermo Scientific, Applied Biosystems, Invitrogen, Fisher Scientific and Unity Lab Services – we offer an unmatched combination of innovative technologies, purchasing convenience and comprehensive services.

For more information, please visit [here](#).

Our Policies

Thermo Fisher Scientific is committed to ensuring that we conduct our global business with respect for human rights and in compliance with applicable laws and fair labour practices, as evidenced by the following policies;

- [Supplier Code of Conduct](#)
- [Modern Slavery Act Statement](#)

Our Supplier Code of Conduct outlines Thermo Fisher Scientific'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.

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 (the "Code") 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 the Code, is expected to contact a member of the Company's Legal Department or to use Thermo Fisher Scientific's Ethics Hotline.

The Ethics Hotline is available to all employees to raise all forms of concern they may have, anonymously if requested, including those relating to human rights issues. Reports to Thermo Fisher Scientific's Ethics Hotline of violations of law, the Code, or other Thermo Fisher Scientific policies are rigorously investigated.

Our Supply Chain

Through our supply chain, we source parts that are used both at Thermo Fisher Scientific facilities and by our external partners to manufacture our products. We purchase goods and services from thousands of suppliers around the globe. As a result, our supply chain is global and complex.

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 -- Integrity, Intensity, Innovation, and Involvement. These four values form the foundation of our business, and Thermo Fisher Scientific expects that our suppliers hold these same values.

More information about our supply chain can be found [here](#).

Supply Chain Due Diligence

We have a zero tolerance policy to slavery and human trafficking within our supply chain. We have robust supply chain due diligence and audit processes in place as part of our corporate commitment to supply chain compliance, and in particular, responsible sourcing of materials used in our products. Further details are available for review [here](#).

We continue to conduct detailed risk assessments, working with our Global Sourcing function and a third party partner, Assent Compliance Inc. ("Assent"), to identify the suppliers that we believe are exposed to the highest risk of modern slavery and human trafficking.

Assent is auditing and evaluating the potential for modern slavery in our supply chains, 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.

Training

Compliance training is required of all employees. All directors, officers and employees of Thermo Fisher Scientific are responsible for reviewing the Code and confirming annually that they have

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

reviewed and will comply with the Code. In addition, all employees are given annual training on specific Code elements to ensure they have a complete understanding of what is expected of them.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide additional training to our procurement staff. We also require our business partners to provide training to their own staff, suppliers and providers.

Our effectiveness in combatting Slavery and Human Trafficking

In order to maintain and continually improve supplier and subcontractor performance we:

- Share best practices and work with our key suppliers and subcontractors to eliminate or reduce supply chain risks; and
- Have implemented a set of guidelines for suppliers and subcontractors, which address social and environmental issues such as child labour, slavery and human trafficking, freedom of association, and hazardous substances.

Our actions as described above support the Thermo Fisher Scientific long-term commitment to respect the human rights of all people and to improve the quality of life in the communities we serve.

Signed on behalf of Thermo Fisher Scientific Inc.



Michael Boxer

Senior Vice President and General Counsel

Appendix A

Thermo Fisher Scientific Inc. UK subsidiaries

FEI UK Limited
Fisher Clinical Services UK Ltd
Fisher Scientific UK Ltd
Life Technologies BPD UK Limited
Life Technologies Limited
Oxoid Ltd
Patheon UK Limited
Thermo Electron Manufacturing Ltd
Thermo Fisher Diagnostics Limited
Thermo Shandon Ltd