



## Modern Slavery Statement

---

*This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Congenica Ltd, a SeqOne Company's modern slavery and human trafficking statement.*

This statement covers the financial year from 1 January 2025 to 31 December 2025.

Congenica Ltd, a SeqOne Company, is a leading provider of diagnostic genomic analysis, headquartered in the UK. We offer cutting-edge solutions that integrate clinical and genomic data to deliver actionable insights for healthcare providers. Our business operations span research, product development, and service delivery, supported by a global supply chain.

Congenica Ltd, a SeqOne Company, is committed to operating with integrity and high ethical standards. This includes ensuring that our business will use all reasonable endeavours to conduct its business and affairs to ensure that modern slavery does not exist in our organisation or supply chains, including those of our partners and representatives.

We constantly strive to develop policies and procedures to manage the way we obtain our goods and services, to keep our supply chains robust. To date we have had no reports of modern slavery within our organisation nor our supply chains or those of our partners and representatives, however we remain committed to ensuring that we identify and eliminate to the fullest extent practicable modern-day slavery or human trafficking in our business. Our standards comply with all current national and international laws, regulations, and codes to prevent trafficking and slavery within our own business operations and ask our contracting partners and those companies within our supply chain to do the same.

Congenica Ltd, a SeqOne Company's leadership team is responsible for the implementation and performance of actions under this statement. All employees are requested to acknowledge they have read and understood this statement and the requirement to ensure all products and services are sourced and supplied responsibly and ethically.

- **Employee Wellbeing**

Congenica Ltd, a SeqOne Company has a clear framework of rules and behaviours and encourages the reporting of any concerns or breaches so that they can be dealt with appropriately in accordance with our policies and procedures. (Reference: Conduct & Standards Policy & Grievance Policy)

We are committed to keeping all our employees and third-party representatives safe from harm and abuse. (Reference: Dignity at Work Policy & Grievance Policy)

Our Employee Assistance Programme also provides employees with a confidential way of seeking advice about a range of topics including modern slavery or human trafficking issues personally affecting them or their families.



Congenica Ltd, a SeqOne Company checks that employees can demonstrate their eligibility to work in the location of employment and requires all contractors and agency staff to undergo an eligibility check before commencing work.

We offer an independent and confidential Whistleblowing hotline where employees and contractors can raise concerns confidentially and anonymously if they wish. (Reference: Whistle Blowing Policy)

- **Supply chain**

Our supply chains encompass a diverse range of goods and services, including IT equipment, laboratory supplies, office provisions, and professional services. We collaborate with numerous suppliers, partners, and representatives to deliver our products and services, maintaining rigorous standards to ensure ethical practices throughout.

Congenica Ltd, a SeqOne Company currently monitors and reviews its procurement and contracting systems and processes to mitigate against any modern slavery risks pertinent to our industry sector.

## **Policies in Relation to preventing Slavery and Human Trafficking**

Congenica Ltd, a SeqOne Company is committed to acting ethically and with integrity in all business dealings and relationships. Our policies reflect this commitment and outline our stance against modern slavery and human trafficking:

**Conduct and Standards Policy:** This policy sets out the expected behaviours and standards for all employees, contractors, and suppliers.

**Anti-Bribery and Corruption Policy and Conflicts of Interest Policy:** This policy requires our employees and suppliers to adhere to ethical practices and comply with all applicable laws including those regarding labour and human rights.

**Whistleblowing Policy:** This policy provides a confidential mechanism for reporting concerns related to modern slavery or human trafficking.

## **Due Diligence Processes**

To prevent slavery and human trafficking in our business and supply chains, Congenica Ltd, a SeqOne Company has implemented robust due diligence processes:

- **Risk Assessment:** We conduct risk assessments of our operations and supply chains to identify areas of potential vulnerability to modern slavery.
- **Supplier Audits:** We enquire of our high-risk suppliers to request their modern-slavery statements and to determine the level of their anti-slavery policies.

**Employee Verification:** We verify that all employees have the right to work in the UK and that contractors and agency staff undergo the same checks before commencing work.



## Assessing and Managing Risk

We recognise that certain parts of our business and supply chains may be more susceptible to modern slavery risks. To address this, we have taken the following steps:

- **Supplier Risk Mapping:** We map our supply chains to identify high-risk areas and prioritise these for deeper scrutiny.
- **Enhanced Due Diligence:** For suppliers in high-risk areas, we conduct enhanced due diligence.
- **Training:** We provide training to our teams on identifying and mitigating modern slavery risks.

## Training and Capacity Building

Congenica Ltd, a SeqOne Company is dedicated to educating our staff and building capacity to combat modern slavery:

- **Employee Training:** We provide training on modern slavery and human trafficking to relevant employees, focusing on how to recognise and report signs of exploitation.
- **Awareness Campaigns:** We conduct awareness campaigns to highlight the risks of modern slavery and promote ethical practices within our business and among our suppliers.

Congenica Ltd, a SeqOne Company is committed to preventing modern slavery and human trafficking in all aspects of our business. We continuously review and improve our policies and procedures to ensure we uphold the highest ethical standards. Should there be any areas not covered in this statement, we assure you that they will be addressed before any contract award, reinforcing our commitment to ethical business practices.

This statement has been approved by the Board of Directors and will be reviewed annually.

Signed,

Signed by:  
  
64C61517618D488...

**Alexander Kurze**

Director, Congenica Ltd, a SeqOne company