

Modern slavery statement for financial year 2020

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that INTEGRA Biosciences has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. INTEGRA Biosciences has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

INTEGRA Biosciences designs, manufactures, and provides innovative solutions for Liquid Handling and Media Preparation applications which serve the needs of our customers in research, diagnostics and quality control laboratories in the Life Science, Food and other industries. INTEGRA Biosciences has manufacturing facilities in Switzerland and the United States, and sales offices with direct sales teams in Switzerland, the United States, the United Kingdom, France, Germany, China and Japan. INTEGRA Biosciences manages supply chains all over the world.

Our policies

INTEGRA Biosciences operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

INTEGRA Biosciences operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery [and on site audits which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

INTEGRA Biosciences' supply chains are based throughout the world and include suppliers of direct materials, suppliers of indirect services and distributors of our products.

INTEGRA Biosciences conducts due diligence on all suppliers by our Quality Team as critical and/or major to the business before allowing them to become one of our suppliers. This due diligence includes assessing regulatory licenses and certificates, compliance with such regulatory bodies, checks to determine the financial stability of the supplier as well as carrying out supplier audits, where appropriate. Some of the questions and areas of review for our business partners are:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations
5. We may terminate the contract at any time should any instances of modern slavery come to light

Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Further and ongoing steps

INTEGRA Biosciences intend to take the following further steps to combat slavery and human trafficking:

1. Risk assess all new suppliers using Global Slavery Index and ask them to certify that they have taken steps to eradicate modern slavery within their own organisation and supply chain;
2. Notify all existing suppliers of our expectations and their obligations in relation to the prohibition of modern slavery;
3. Incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk assessed basis;
4. Incorporate appropriate measures in our due diligence process for sourcing suppliers, subcontractors and acquisitions on a risk assessed basis;
5. Provide training to relevant Group employees to ensure high level of understanding of the risks of modern slavery and human trafficking; and,
6. Where appropriate we will include reference to the Modern Slavery Act 2015 in our policies and procedures.

Approval for this statement

This statement was approved by the Board of Directors on January 2, 2019.

Name (Director) Robert Fougere, Director of INTEGRA Biosciences Ltd. UK

Signature 

Date January 3, 2020