

DIASORIN

2024 MODERN SLAVERY STATEMENT

Introduction

This statement is made in accordance with section 54 of the UK Modern Slavery Act 2015 (the “Act”) by Diasorin S.p.A., Diasorin Italia S.p.A acting through its UK branch, and DiaSorin Limited (together “Diasorin” or “we”). It constitutes our modern slavery statement for the financial year ended December 31st, 2023. It is issued by Diasorin S.p.A. and DiaSorin Limited on a voluntary basis as they are not subject to the Act.

Modern slavery takes many forms and references to modern slavery in this statement means slavery, servitude, forced and/or compulsory labour and human trafficking.

Our businesses

Diasorin is part of a multinational group which is a global leader in the market for in vitro diagnostics; developing, producing and commercialising diagnostic tests for a wide range of clinical areas. Diasorin tests are designed for hospital and private testing laboratories in the immunodiagnostics and molecular diagnostics markets.

The Diasorin Group’s structure

Worldwide, the “Diasorin Group” comprises of Diasorin S.p.A. as the holding company, 34 companies and four branches on five continents and, the Diasorin Group manufactures its tests in seven facilities around the world. It has over 3271 employees worldwide and a global annual turnover of Euro 1,185 million.

Policy Framework

Diasorin fully supports the aims of the Act and is committed to operating free from modern slavery. We have a zero-tolerance approach to any form of modern slavery in any part of our business and supply chain.

Sustainable practices are firmly anchored within the corporate culture of the Diasorin Group. These practices are founded on our corporate values of being responsible, excellent and innovative.

Through the Diasorin Group’s Ethical Code (available on the Company’s website <https://int.diasorin.com/en/company/governance/documents/code-ethics>) we apply principles that require all our employees to behave in an ethical, law-abiding manner. We act responsibly to support economic, environmental, and social progress in the geographies and communities that we operate within.

In conducting our international business activities, the Diasorin Group is guided by principles and values established by international institutions and conventions that concern the protection of human rights, work, and health and safety. Accordingly, the Diasorin Group operates in accordance with the United Nations Universal Declaration of Human Rights and fully supports the United Nations’ commitment to ensuring human rights and fundamental freedoms are recognised and respected by every individual and part of society, as formalized in the Diasorin Group Policy on Sustainability and Respect of Human Rights (available on the Company’s website <https://int.diasorin.com/en/sustainability/report>). The Diasorin Group also applies the eight fundamental conventions and additional recommendations of the International Labour Organisation all of which serve to ensure that individuals can work freely, safely and with dignity.

Individuals within the Diasorin Group are members of various trade unions and we work to apply all ethical principles, agreements and guidelines approved by their trade union representatives

concerning fair employment practices, freedom of association, health and workplace safety, and the rejection of any form of discrimination, modern slavery and/or any type of illicit payments.

Our employees

All our employees are required to comply with our Diasorin Group Code of Conduct which requires them to respect every individual's dignity and personal rights, and to act with integrity and in accordance with the law.

Additionally, as part of our employment process, employees are required to sign a statement confirming that they have read and understood the Diasorin Group Code of Conduct.

Our supply chain

As a global leader in the market for in vitro diagnostics with production facilities in Italy, UK, Germany, United States and China, we consider the risk of modern slavery within our business is low. We apply robust policies and procedures concerning employment screening (including work eligibility checks) and employment conditions.

Our supply chains are complex and have considerable scale. Goods and services are provided to our facilities as part of research and development, office operations, and in the production marketing and the sale of products. Some supplies could involve potentially higher levels of risk where goods or raw materials are ultimately sourced from sectors and jurisdictions at higher risk of modern slavery.

Our Diasorin Group Ethical Code requires our suppliers, contractors, agents, distributors and all other third parties acting on our behalf (collectively "suppliers") to comply with all applicable laws and observe and respect the Diasorin Group's values and principles of ethical conduct. We consider this to be of fundamental importance in establishing and continuing our business relationships.

Supplier arrangements include clauses obliging suppliers to confirm their adherence to the Diasorin Group Ethical Code.

We require our suppliers to assume responsibility for their stakeholders and the environment, by:

- observing and adhering to all applicable laws;
- not engaging in corruption and bribery;
- respecting the basic human rights of employees;
- not using child labour;
- assuming responsibility for the health and safety of employees; and
- protecting the environment in accordance with any applicable rules.

Any violation of the Diasorin Code of Conduct by our suppliers may cause the immediate termination of the business relationship.

In some cases, our suppliers (such as of antigens and proteins, manufacturing services for diagnostic tests, and of instruments) are other companies in the Diasorin Group and are required to meet the same high standards as suppliers from outside the Diasorin Group.

Training

We provide information and training to our employees on the Diasorin Group Code of Conduct.

To ensure that our staff understand and can identify modern slavery and human trafficking risks in our supply chains and business, we provide appropriate training.

Our effectiveness in eliminating slavery and human trafficking

We will review the effectiveness of the measures we take in ensuring that there is no modern slavery or human trafficking in our supply chains, and we will use this to inform the development of our procedures and best practices.

Our commitment

We will continue to apply a zero-tolerance approach to any form of modern slavery in our business and supply chain.

By working collaboratively with our suppliers, continuing to promote a culture of transparency both within and outside of Diasorin and using information from our existing procedures we aim to strengthen our supplier risk assessment and due diligence process further.

To encourage employees to report, among others, potential instances of modern slavery, a Whistleblowing Policy has been implemented to reinforce the commitment Diasorin has towards combatting modern slavery.

For additional information about the above subjects, please also refer to the sustainability report published by Diasorin pursuant to Directive 2022/2464/EU and Italian Legislative Decree no. 125/2024, covering the positive steps DiaSorin is taking on environmental, social and employee matters, and in respect of human rights, anti-corruption and bribery matters (and included in the Annual Financial Report 2023, available on the Company's website <https://int.diasorin.com/>).

This statement has been approved by the boards of Diasorin S.p.A. on March 14, 2025, Diasorin Italia S.p.A acting through its UK branch on March 7, 2025 and DiaSorin Limited on February 21, 2025.

Signed by Carlo Rosa



Chief Executive Director of Diasorin S.p.A.

Signed by Alberto Campani



Chief Executive Officer of Diasorin Italia S.p.A.

Signed by Mark Jackman



Director, DiaSorin Limited