

2019 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., acting through its UK branch, and (on a voluntary basis) DiaSorin Limited (together “DiaSorin” or “we”). This constitutes our modern slavery statement for the financial year ended December 31st, 2019. 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, 26 companies and four branches on five continents and, the DiaSorin Group manufactures its tests in seven facilities around the world. It has over 1,900 employees worldwide and a global annual turnover of EUR 706,3 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 Code of Conduct (available on the Company’s website www.diasoringroup.com, Section “Governance”) 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 seeks to operate 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. 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.

We provide training to our employees on the DiaSorin Group Code of Conduct. Additionally, as part of our employment process, each employee is required to sign a statement confirming that they have read and understood the DiaSorin Group Code of Conduct.

Our supply chain

Our DiaSorin Group Code of Conduct 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 Code of Conduct.

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.

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 in 2019 to reinforce the commitment DiaSorin has towards combatting modern slavery.

For additional information about the above subjects, please also refer to the Consolidated Non-Financial Disclosure published by DiaSorin pursuant to Directive 2014/95/EU and Legislative Decree no. 254/2016, 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 2019, available on the Company's website www.diasoringroup.com).

Date: December 31st, 2020

DiaSorin S.p.A.