

## COMMITMENT

The Moredun Group, are committed to protecting and respecting human rights and have a zero tolerance approach to slavery and human trafficking in all its forms. The Moredun Group recognise its responsibilities under the Modern Slavery Act 2015 and the compliance with Section 54. This statement summarises the actions for the financial year beginning 1<sup>st</sup> April 2023 and ending 31<sup>st</sup> March 2024. The Moredun Group has taken steps across our research and operational activities to prevent and mitigate slavery and human trafficking in our supply chains and within our own organisation.

## STRUCTURE & ACTIVITIES

The Moredun Foundation group of companies comprises the following companies registered in Scotland: The Moredun Foundation, Moredun Research Institute, Moredun Scientific Limited, Pentlands Science Park Limited, Genomia Management Limited, Moredun Animal Health Limited, Equine Grass Sickness fund, Pentland Holdings Limited, Edinburgh BioParks Limited, Inocul8 Limited, Pentlands Immunologics Limited, Wormvax Limited, Evalu8 Science Limited, Gener8 Science Limited and Anticip8 Science Limited. It also has an Australian registered company: Wormvax Australia Pty Ltd. Collectively we refer to these as the Moredun Group. The Moredun Foundation and Moredun Research Institute are also Scottish registered charities.

Moredun conducts world class scientific research to improve livestock health and welfare through the prevention and control of infectious diseases of livestock. Established by Scottish farmers in 1920, Moredun's work has always been firmly based on addressing the needs of the farming industry. Moredun's research has led to the development of many vaccines, diagnostic tests and improved treatment strategies for farm animals across the globe.

The Moredun Group employs over 197 people in a range of roles including scientists, vets, technicians, engineers and support staff. Moredun values its highly skilled and friendly workforce and the important contribution that staff make to the organisation's remit and to the wider scientific community. Moredun constantly strives to improve current working practices to safeguard the health and productivity of those it employs. We consult fully with our recognised trade union, Prospect, in respect of our terms and conditions of employment.

Each arm of the Moredun Group is supported by their own Board of Directors. These highly skilled and experienced individuals bring with them expertise from a wide range of relevant fields to ensure that Moredun's research programme, its end-user interest and stakeholder groups are equally represented.

Moredun Group scientists regularly work on collaborative research projects as well as delivering conference presentations in countries outside the United Kingdom supported by funding from the Scottish Government and external research contracts.

## DEFINITIONS

The Moredun Group regards that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

## SUPPLY CHAIN ASSESSMENT

The Moredun Group has a Procurement Policy to ensure that staff only make purchases, using established processes. This is monitored by the Group purchasing department and finance teams. This outlines our ethical stance that both the letter and the spirit of the law should be observed in commercial transactions and that the basic principles of honesty and integrity apply at all times.

The intense upsurge in global demand for certain products like building materials and IT equipment has increased risks to human rights in supply chains, and the presence of the global pandemic impacted worker safety across the globe.

If evidence were found indicating modern slavery in our supply chains, we recognise our responsibility to work with others to address this and reserve the right to terminate contracts where serious violations are discovered.

## SUPPLY CHAINS

The Group has an annual expenditure of approximately £14 million on goods, services and various works.

The main supply chains of the Organisation include:

- Scientific Equipment and Consumables
- Scientific and Technical Services
- IT Hardware and Software
- Financial and Legal Services
- Buildings and Equipment Maintenance Services
- Consultancy Services
- Vehicles and Plant
- Catering and Cleaning
- Waste Disposal Services
- Energy and Fuel
- Water and Sewerage
- Publications

## POTENTIAL EXPOSURE

The Moredun Group considers its main exposure to the risk of slavery and human trafficking to exist in the extended and indirect supply chain of goods and services generated by the global economy.

The Group considers its exposure to slavery/human trafficking among employees/workers to be low as the majority of our people are based in the UK, they are highly skilled, and we undertake most recruitment activity ourselves. Risk occurs, to a limited extent, through the employment of staff and use of agency-provided workers however this is infrequent and would occur for a small number of staff. If a third party was used to source staff then these would be identified and approved through our procurement process.

## ACTION

The Moredun Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with Section 54

## MODERN SLAVERY STATEMENT



of the Modern Slavery Act 2015, Moredun has taken the following steps to ensure that it complies with the Act.

Suppliers on the Moredun Group approved supplier database should be used whenever possible. All main suppliers of laboratory plasticware, glassware and sundries have been inspected to show that they are committed to acting ethically and with integrity in combatting slavery and human trafficking across their global operations.

Our Human Resources policies confirms our commitment to workplace rights for employees and we promote Dignity at Work and Equal Opportunities to ensure an environment based on dignity and respect that does not condone or allow bullying, harassment, discrimination or any other unacceptable behaviour. Additionally, The Moredun Group Anti-Bribery, Anti-Fraud & Anti-Corruption Policy and Whistleblowing Policy provide staff with the means to report improper conduct or unethical behaviour.

Processes and documentation including contracts of employment are in place for all employees.

The following future activity will be undertaken to ensure that the risk of slavery/human trafficking is minimised within the Moredun Group:

- Continued review of the existing Procurement Policy to ensure appropriate detail is known on the potential risks and the activities being undertaken
- The ongoing use of due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our organisations or primary supply chain
- Continued review of the control of suppliers and maintenance of our approved suppliers list
- Regular online refresher training for all employees following the initial online training rollout

### MONITORING & REVIEW

This Statement will be reviewed annually to ensure compliance with Section 54 of the Modern Slavery Act.

**This statement was approved by the board of directors of The Moredun Foundation on 5 September 2024 and signed on the same day by:**

**Mr Gareth Baird, Chair of The Moredun Foundation  
Professor Tom McNeilly, Chief Executive Officer & Scientific Director**