

OXFORD NANOPORE TECHNOLOGIES PLC

Modern Slavery Statement 2021

Modern Slavery Statement **for the financial year ended 31 December 2021**

The Modern Slavery Act 2015 is designed to tackle modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. Modern slavery takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking. All forms of modern slavery deprive a person's liberty in order to exploit them for personal or commercial gain.

This Modern Slavery Statement is published in accordance with section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Oxford Nanopore Technologies plc ("**Oxford Nanopore**") during the financial year ended 31 December 2021 to prevent modern slavery and human trafficking in its business and supply chains.

Organisational structure and supply chains

Oxford Nanopore makes a sensing platform with the potential to analyse a range of molecules. The sensing platform combines nano-scale proteins called nanopores with sophisticated, scalable electronics. Nanopore sensing may be used to elucidate digital information about molecules that include: small molecules (small biological molecules that may regulate biological processes, for example metabolites or pharmaceuticals); larger biological molecules such as proteins or nucleic acids (DNA/RNA); or inorganic molecules. Oxford Nanopore technology provides rich data, is fast, accessible and easy to use. The technology is used across a broad range of applications such as human genetics, disease surveillance, cancer research, agriculture and food safety.

Oxford Nanopore has over 800 employees across multiple disciplines including nanopore science, molecular biology and applications, informatics, engineering, electronics, manufacturing and commercialisation.

Oxford Nanopore sells to customers in more than 120 countries globally. Its head office is in Oxford, and it also has satellite offices in the UK, EU, US, China, Japan, Australia and Singapore. Oxford Nanopore has a manufacturing facility based in Harwell, UK which incorporates highly-automated production processes.

Oxford Nanopore is committed to ensuring that slavery, human trafficking, child labour or any other abuse of human rights has no place in its business or its supply chain. Oxford Nanopore's suppliers may include the suppliers of the raw materials, electrical components and microchips for its products; suppliers to its office premises including general office supplies, caterers and cleaners and professional services suppliers. As a rapidly growing

company, it is continually evolving and integrating effective systems, controls and policies.

Supplier due diligence and risk assessment

Oxford Nanopore expects its suppliers to adhere to its own high standards and asks all new material suppliers to sign a business conduct statement which confirms, amongst other things, their prohibition of corruption and bribery, respect for the human rights of employees, prohibition of child labour, and commitment to ensuring the health and safety of employees and obligations surrounding their own supply chain.

Oxford Nanopore assesses and monitors both prospective suppliers and its key suppliers using the Global Slavery Index alongside the Corruption Perceptions Index, to ensure that it is aware of any suppliers which would pose a heightened risk of modern slavery or human rights abuses or pose a higher risk for other reasons, such as operating in jurisdictions which have a reputation for bribery and corruption or have a reputation for facilitating financial crime.

Appropriate and proportionate measures are taken based on the results of the assessment which may range from refusing to engage with a prospective supplier, requesting additional information to be disclosed by the supplier, conducting audits and a more detailed review of the supplier's own supply chain. In the event of a serious breach of human rights and/or modern slavery legislation by a supplier, Oxford Nanopore would cease trading with such supplier as soon as reasonably possible.

Oxford Nanopore considers that the greatest risk within its supply chain is the supply chain of its suppliers. To ensure that this risk is minimised, Oxford Nanopore only sources components from trusted suppliers that have been through its audit and compliance processes. Oxford Nanopore do not use any suppliers who purchase from the "grey market" where products are sold in non-approved distribution channels.

Key suppliers are re-evaluated on an annual basis and asked to complete an annual compliance declaration form.

Policies and Training

Oxford Nanopore operates a number of internal policies to ensure that it is conducting its business in an ethical and transparent manner. These include a code of conduct, whistleblowing policy, anti-corruption and bribery policy, anti-bullying and harassment policy and equality and diversity policy.

Oxford Nanopore intends to fully comply with applicable human rights legislation in the countries in which it operates, which includes upholding

freedom of association and the right to collective bargaining, equal remuneration and protection against discrimination.

Oxford Nanopore promotes a culture of encouraging anyone to speak up when they have a concern. It has a whistleblowing policy in place where people can raise any concerns in any area including modern slavery. Concerns can be raised either internally or externally via SafeCall, its confidential third-party whistleblowing service.

All employees who engage in purchasing activities are trained to ensure they are aware of the Modern Slavery Act and both the company's and their own responsibilities.

During 2021, all employees received computer-based training on a number of topics including anti-bribery and corruption, anti-facilitation of tax evasion, modern slavery and whistleblowing.

The statement was approved by the Board on 31 March 2022.

Signed:  _____

Gordon Sanghera
Chief Executive Officer