



Bio-Rad Laboratories, Inc.

Modern Slavery and Forced Labor Statement 2025

Introduction

In accordance with Section 54(1) of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act of 2010 (SB 657), and Paragraph 11 of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (the "Canadian Act"), this statement outlines the steps Bio-Rad Laboratories, Inc. and its subsidiaries (collectively, "Bio-Rad," "we," or "our") have taken during the financial year, which ended on December 31, 2025, to prevent modern slavery, human trafficking, forced labor, and child labor within our business and supply chains.

Our Company

Bio-Rad Laboratories, Inc. is a Delaware USA corporation listed on the New York Stock Exchange (BIO, BIO.B) and headquartered in Hercules, California. We are a global leader in developing, manufacturing, and marketing a broad range of products for the life science research and clinical diagnostics markets. We operate across two segments: Life Science and Clinical Diagnostics.

As of December 31, 2025, Bio-Rad employed approximately 7,450 people across a global network of research, development, manufacturing, and sales operations in over 30 countries, with revenues of approximately \$2.6 billion.

Our subsidiaries operating in relevant jurisdictions include:

- **United Kingdom:** Bio-Rad Laboratories Limited, Bio-Rad AbD Serotec Ltd, and Bio-Rad Services UK Limited
- **Canada:** Bio-Rad Laboratories (Canada) Limited

Our Supply Chain

Bio-Rad's supply chain supports the manufacture, storage, and distribution of our products

and comprises suppliers of:

- **Manufacturing inputs:** raw materials, components, reagents, chemicals, and packaging used in the production of life science and clinical diagnostics products across our global manufacturing facilities in the United States, France, Germany, Switzerland, and Singapore;
- **Research and development services:** clinical research organizations, laboratory equipment suppliers, and testing services;
- **Operational goods and services:** information technology, professional services, facilities management, logistics, and distribution.

Bio-Rad's Global Supply Chain organization operates worldwide and has responsibility for the manufacturing, procurement, and distribution functions supporting all subsidiaries, including those in the UK and Canada.

Our Policies in Relation to Modern Slavery, Forced Labor, and Human Trafficking

Bio-Rad maintains the following policies and governance structures designed to minimize the risk of modern slavery, forced labor, child labor, and human trafficking in our operations and supply chains:

Supplier Code of Conduct. Bio-Rad's Supplier Code of Conduct is incorporated into contractual agreements with suppliers and sets out our expectations regarding labor and human rights. The Code states that all labor must be voluntary, and that slave, child, underage, forced, bonded, or indentured labor will not be tolerated. Suppliers must allow workers to maintain control over their government-issued identification and travel documents. Upon Bio-Rad's request, suppliers must certify that they have implemented procedures to ensure compliance with applicable laws on slavery and human trafficking. Suppliers are responsible for extending these standards to their own subcontractors and sub-suppliers.

Code of Business Ethics and Conduct. Bio-Rad's Code of Business Ethics and Conduct applies to all directors, officers, and employees worldwide. The Code requires that Bio-Rad purchasers engage only those suppliers who comply with all laws regarding human trafficking and slavery and establishes a zero-tolerance policy for acts that support trafficking in persons or the use of forced labor.

Integrity Helpline. Bio-Rad's Integrity Helpline enables employees, contractors, business partners, and other third parties to submit concerns or reports of violations, including allegations of modern slavery, human trafficking, or other labor abuses, confidentially and anonymously (where permitted by law). As published on Bio-Rad's public website, reports

may be submitted via telephone or online at www.Bio-RadIntegrityHelpline.com. Bio-Rad prohibits any form of retaliation for reports made in good faith.

Risk Assessment and Due Diligence

Bio-Rad is committed to identifying and managing the risk of modern slavery, child labor, and forced labor in our business and supply chains. Key elements of our approach include:

Verification. Bio-Rad's Global Supply Chain organization uses internal resources, supported by risk-based supplier audits and, in limited cases, independent third-party audits. Bio-Rad does not currently use a dedicated third-party verification program for all suppliers.

Supplier Audits. Bio-Rad's Global Supply Chain organization conducts periodic audits of its principal suppliers as part of its supplier quality and compliance oversight programs. These audits include compliance assessments designed to evaluate adherence to applicable laws, ethical standards, and labor practices, including indicators related to forced labor and human trafficking.

In 2025, Bio-Rad conducted a targeted set of risk-based supplier audits, including compliance assessments addressing forced labor and human trafficking. All audits were announced and scheduled in advance based on supplier risk. Certain audits were conducted by independent third parties.

Supplier Certification. Through our Supplier Code of Conduct and purchase order terms and conditions, Bio-Rad requires direct suppliers to certify that materials incorporated into our products comply with applicable laws regarding slavery, child labor, and human trafficking in the countries in which they operate.

Risk Identification. Bio-Rad did not identify significant risks of modern slavery or child labor within its direct operations, reflecting the highly regulated nature of life science and diagnostic manufacturing, a predominantly skilled and permanent workforce, and operations concentrated in jurisdictions with established labor and employment protections. Certain indirect supply-chain activities – such as the sourcing of raw materials and components from jurisdictions with varying labor standards – are recognized as carrying heightened inherent risk, which Bio-Rad addresses through supplier standards, audits, and ongoing due diligence.

Internal Accountability

Bio-Rad maintains internal accountability standards for employees and contractors who fail to meet company standards regarding modern slavery and human trafficking. Employees who violate Bio-Rad's Code of Business Ethics and Conduct are subject to

corrective action, which may include disciplinary measures permitted by applicable law, up to and including dismissal and possible legal proceedings.

Training

All Bio-Rad employees receive annual training on the Code of Business Ethics and Conduct, which addresses human rights, modern slavery, and forced labor.

Assessing Effectiveness

Bio-Rad uses the following key performance indicators and review processes to measure the effectiveness of its anti-modern slavery and forced labor efforts:

- **Helpline Reports:** In 2025, Bio-Rad did not receive reports from employees, the public, or law enforcement agencies indicating that modern slavery or forced labor practices have been identified in Bio-Rad's operations or supply chain.
- **Supplier Due Diligence and Audits:** No suppliers were identified with past records of modern slavery or forced labor violations.

Remediation Measures

Bio-Rad maintains remediation protocols designed to address identified instances of forced labor or child labor, including supplier corrective action, termination where warranted, and engagement with suppliers to mitigate adverse impacts. Bio-Rad did not identify any instances of forced labor or child labor within its activities or supply chain during the financial year, which ended on December 31, 2025. Bio-Rad also has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor. As a result, Bio-Rad took no remediation measures with respect to forced labor, child labor, or resulting income loss during this reporting period. Where remediation would result in loss of income for vulnerable workers or families, Bio-Rad's approach would prioritize responsible disengagement and mitigation of adverse impacts, consistent with applicable law and international human rights principles.

Our Commitment for 2026

Bio-Rad will continue to conduct due diligence and audits across its supply chain and review and improve its procedures to identify and prevent the risks of modern slavery, forced labor, child labor, and human trafficking as appropriate. In the coming year, Bio-Rad plans to continue training and awareness programs.

Approval and Attestation

This statement has been reviewed and approved by the Board of Directors of Bio-Rad Laboratories, Inc. and the respective boards of the entities listed below, in accordance with the requirements of Section 54(6) of the UK Modern Slavery Act 2015 and Paragraph 11(4)(a) of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.

In accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada), I attest that I have exercised due diligence and that the information contained in this statement is true, accurate, and complete for the reporting year indicated.

I am authorized to sign this statement on behalf of Bio-Rad Laboratories, Inc. and the entities listed below for the purposes of the applicable legislation.



Norman Schwartz
Chairman of the Board and Chief Executive Officer
Bio-Rad Laboratories, Inc.

Date: May 5, 2026

Reporting Entities:

- Bio-Rad Laboratories Limited (UK)
- Bio-Rad AbD Serotec Ltd (UK)
- Bio-Rad Services UK Limited (UK)
- Bio-Rad Laboratories (Canada) Limited