

SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out Genus plc's (**Genus**) actions during the financial year 1 July 2022 to 30 June 2023 and ongoing commitment to improve practices and ensure that there is no slavery or human trafficking within its business or supply chains. This statement covers the activities of the Genus Group, of which Genus is the ultimate parent company.

About Genus

Genus is a world leading animal genetics company that accelerates animal genetic improvement by applying DNA analysis and biotechnology to deliver improved genetics to our customers. Genus's customers' animals produce offspring with greater production efficiency, and quality, and use these to supply the global dairy and meat supply chain. The Group's competitive edge has been created from the ownership of proprietary lines of breeding animals, leading the way in adopting and investing in new technologies and a robust global supply chain.

Supplier Due Diligence and Risk Assessment

Genus operates a global business with operations in over 80 countries and the supply or sale of animal genetics either directly through employees, or through authorised representatives or distributors. Care is taken when entering into new relationships with suppliers or distributors, with checks being undertaken to assess business, compliance, legal, regulatory, animal welfare, corporate and other risks.

Whistleblowing Policy

Genus's whistleblowing policy, which is rolled out as part of an annual global training programme, sets out the procedure to enable employees to anonymously and confidentially report any concerns, via an independent, external hotline. The Board is notified of issues reported to the hotline and the follow up actions undertaken by the Group.

Recruitment Policies and Procedures

We recruit individuals in countries around the world and do not tolerate slavery or forced labour. Individuals apply directly to us – or are employed through reputable agencies who abide by legislation in the country.

Offers of work are conditional on proof that the individuals are entitled to work in the country. We check documentation required by the jurisdictions: this may include checking passports, social security numbers or entitlement to residency. For key roles, we undertake full background checks, including that of criminal records. For all staff we will take references.

Improvements and Monitoring

Genus is committed to continuing efforts to monitor the risk of slavery and human trafficking and to improve its processes accordingly. Genus continues its process of enforcing its Anti-Slavery and Human Trafficking Policy throughout the Group and ensuring compliance.

Board Approval

This statement has been approved by the Board of Directors of Genus.

A handwritten signature in black ink, appearing to read "J. Kokke".

Jorgen Kokke
Chief Executive
21 November 2023