

Judges Scientific plc Modern Slavery Act statement

Judges Scientific plc (“Judges”) supports the provisions set out in the Modern Slavery Act (the “Act”) and endorses the core requirements of the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. Judges does not tolerate practices which contravene these international standards. Regulatory demands vary considerably around the world, so Judges establishes the core structure to ensure that all Group companies fully comply with legislative and regulatory requirements while permitting individual businesses to tailor their approach as appropriate.

The Act requires organisations to publish a Modern Slavery Act statement on an annual basis where they have a global turnover above £36 million, carry on business in the UK, and supply goods or services. This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and sets out the steps taken by Judges to prevent modern slavery and human trafficking in its businesses and supply chains during the financial year ended 31 December 2025.

Judges’ business, structure, and approach to the Act

Judges’ businesses produce instruments and provide services to support scientific research across the globe. The Judges Group consists of 23 businesses employing over 700 people based in the UK, USA, and Europe. The businesses serve separate niche markets and trade independently from each other. Each has less than 100 employees and operates autonomously with a local management team empowered to run the business within an appropriate governance framework set out by the parent company. None of the individual Judges businesses are within the scope of the Modern Slavery Act.

Judges is the parent company that employs the management team who set the framework under which its businesses operate. Judges does not supply goods to, or provide services for, third parties.

Judges has a long-standing culture of transparency, accountability, and high integrity. All employees are expected to act fairly in their dealings with their colleagues, customers, suppliers, business partners, and stakeholders. A whistleblowing policy and third-party whistleblowing hotline are in place, enabling staff in all businesses to confidentially raise any concerns. Judges is committed to ensuring that anyone raising concerns in good faith does not suffer victimisation or detriment.

Judges is committed to ensuring there is no modern slavery or human trafficking in any part of the Group, the businesses, or supply chains. Most of the Group’s purchasing is sourced directly from Europe and North America with less than 1% of purchases by value acquired from developing countries. The Judges Company Code of Conduct is aligned to the RBA Code of Conduct, and suppliers are aware of the standards that Judges expects to be upheld.

This statement is maintained on the Judges website and will also be submitted to the Modern Slavery Registry.

As Chief Executive, I will continue to report on this for the Group. The Group’s next report in March 2027 will include any further steps taken since the publication of this statement.

This statement was approved by the Board of Judges Scientific plc on March 18th 2026 and signed by Tim Prestidge, Chief Executive.



.....
Tim Prestidge 18th March 2026