



## Disclosure

### California Transparency in Supply Chains Act of 2010

(SB 657)

**Bio-Rad Laboratories, Inc.**

#### **Slavery and Human Trafficking**

At Bio-Rad our mission is to provide useful and high-quality products and services that advance scientific discovery and improve healthcare. We provide an expansive line of products and services to hospitals, universities, major research institutions, biotechnology companies, and pharmaceutical firms throughout the world.

In keeping with Bio-Rad's Mission and to comply with the California Transparency in Supply Chains Act of 2010 (SB 657) we are posting this disclosure. The Act requires retailers and manufacturers doing business in California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale. The Act requires disclosures regarding verification, auditing, certification, internal accountability, and training.

Bio-Rad supports the elimination of slavery and human trafficking.

#### **Verification**

Certain of our business units evaluate the risks of human trafficking and slavery in Bio-Rad's product supply chain and also use supply chain processes to mitigate potential risks. Bio-Rad does not employ a third party for verification.

#### **Auditing**

Some business units audit their principal suppliers. Bio-Rad continues to evaluate its supply chain processes to consider how it can further support the elimination of slavery and human trafficking.

#### **Supplier Agreements**

While Bio-Rad suppliers may have their own codes of business conduct and ethics which require them to comply with applicable laws, our suppliers may also commit contractually to such a standard in their supply contracts with us or when they accept Bio-Rad's purchase order terms and conditions. Some Bio-Rad business units also engage their principal suppliers in supplier awareness training concerning slavery and human trafficking during periodic supplier day events.

**Internal Accountability**

Bio-Rad has a Code of Business Ethics and Conduct which applies to Bio-Rad's employees worldwide and to Bio-Rad's Board of Directors. The Code requires employees to comply with applicable law and transact business in a lawful, honest, ethical, and professional manner. Employees are also required to treat customers, suppliers, employees, governments and the public with respect, honesty, and integrity. In particular, the Code states that regulators have a "zero tolerance" policy with respect to acts that support the trafficking of persons or the use of forced labor. If an employee needs guidance or knows of or suspects a violation of the Code, the Code requires that he or she consult with or report the matter to his or her supervisor, management or Human Resources. Those employees who violate the Code are subject to appropriate corrective action, which can include disciplinary measures permitted by applicable law, such as dismissal, and possible legal proceedings.

**Procurement Training**

All Bio-Rad employees receive periodic training on the Code of Business Ethics and Conduct. In addition, some Bio-Rad business units provide periodic training to employees responsible for procurement of materials for Bio-Rad's product supply chain and have undertaken to familiarize their buyers with identifying slavery and human trafficking issues and mitigating such risks. One of the questions that procurement personnel may consider when selecting a supplier relates to slavery and human trafficking.

For purposes of this Statement, the term "Bio-Rad" and such terms as "our," and "we" may refer to one or more or all of Bio-Rad Laboratories, Inc.'s consolidated subsidiaries. All of these terms are used for convenience only and are not intended as a precise designation of any of the separate companies, each of which manages its own affairs.

Dated: April 2014