



## **Danaher Group Statement on Slavery and Human Trafficking**

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the "Act") and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2018.

Danaher Corporation as a parent company issues this statement on behalf of itself and each of its subsidiaries that are subject to the Act. For the purposes of this statement, Danaher Corporation and each of its subsidiaries subject to the Act are collectively referred to as "Danaher".

At Danaher, we remain committed to building our enterprise with integrity and this informs our approach to dealing with our investors, business partners, customers, associates, suppliers and the numerous communities in which we operate around the world. Danaher is committed to protecting and advancing human rights and it seeks to protect against violations of human rights in its operations and its supply chains. We fully support both the Act and the equivalent anti-slavery and human trafficking legislation in force in the countries in which we operate.

We have a zero-tolerance approach to slavery and human trafficking and we act ethically and with integrity in all our business dealings and relationships. We require adherence to the same high standards from our contractors, suppliers and other business partners and we expect that our suppliers will hold their own suppliers to the same high standards. We have this year revised our Supplier Code of Conduct to bring it more explicitly into line with the Act, to underscore our suppliers' compliance obligations and the consequences for them of non-compliance and to spell out their duties with respect to their own supply chain.

### **Our Business and Structure**

Danaher is a global science and technology innovator committed to helping our customers solve complex challenges and improving quality of life around the world.

Danaher and its subsidiaries comprise more than 20 operating companies and have over 67,000 employees worldwide, operating in more than 55 countries.

Our business is organised into four strategic segments: Environmental & Applied Solutions, Dental, Life Sciences, and Diagnostics. Further details about these segments and the key brands that are included in them can be found [here](#).

### **Our Supply Chains**

As an international science and technology provider, Danaher has complex supply chains in many different jurisdictions. We work with our suppliers and other stakeholders to understand areas of risks relevant to slavery and human trafficking and to mitigate such risks.

### **Our Policies Relevant to Slavery and Human Trafficking**

In September 2018 Danaher restated its Code of Conduct, which continues to express the fundamental expectation that each employee at every Danaher Company acts with the highest level of integrity and in compliance with all applicable laws and policies. The Code of Conduct also provides specific guidance on how to answer common integrity and compliance questions that arise during the ordinary course of Danaher business.

Danaher's policy is to operate its business in compliance with applicable laws and regulations and we expect that suppliers who do business with Danaher and its subsidiaries also comply with such laws, including the laws against forced or involuntary labour, and this expectation is embodied in [Danaher's revised Supplier Code of Conduct](#).

In April 2018 Danaher also revised its Channel Partner Code of Conduct. That code of conduct includes express provisions directly relevant to slavery and human trafficking and which are consistent with the Act.

Danaher also recognises that its continued success depends on making sure our employees conduct business with integrity and in an ethical and responsible manner. Our policies with relevance to slavery and human trafficking are:

- Danaher's [Code of Conduct](#) ("Code")
- [Danaher's Supplier Code of Conduct](#)
- Danaher's Channel Partner Code of Conduct
- Danaher's [Conflict Minerals Policy Statement](#)

Danaher maintains an Integrity and Compliance Helpline to enable our employees to speak up if they know of any conduct that may compromise our Code or violate the laws under which we operate. The helpline is available to all employees to raise all forms of concern they may have, anonymously if requested, including those relating to human rights issues. Reports to the Danaher Integrity and Compliance Helpline of violations of law, our Code, or other Danaher policies are rigorously investigated.

### **Due Diligence Processes**

We work to continually develop and monitor Danaher's group policies and procedures that are aimed at enhancing integrity and ethical behaviour so that they are consistent with good industry practice and properly reflect the contemporary state of applicable law and regulation. As can be seen above our core policies with relevance to the Act have all been revised in the last year. Danaher will continue to develop initiatives to identify and mitigate the risk of slavery and human trafficking in our business and supply chains.

### **Supplier Adherence and Tracking Performance**

Danaher expects its suppliers and sub-contractors to act in a responsible manner, in accordance with all applicable prevailing local and international legislation. To ensure that our suppliers and contractors live up to our values we have in place the Danaher Supplier Code of Conduct and we require our suppliers to comply with the same.

### **Our effectiveness in combatting Slavery and Human Trafficking**

In order to maintain and continually improve supplier and (sub) contractor performance we:

- Assess the sustainability risk of our key suppliers and (sub)contractors;
- Share best practices and work with our key suppliers and (sub)contractors to eliminate or reduce supply chain risks; and
- Implement a set of guidelines for suppliers and (sub)contractors, which address relevant social and environmental issues such as child labor, slavery and human trafficking, freedom of association, hazardous substances, etc.

### **Training our Employees**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to ensure that Danaher values are fully communicated and adopted throughout our business.

This statement has been signed on behalf of Danaher Corporation by:



Thomas P. Joyce, Jr.  
President and Chief Executive Officer

February 6, 2019