

Reaffirming our support for the United Nations Global Compact

In November 2020, Abcam was admitted as a signatory to the UN Global Compact (UNGC). This is our first submission of our Communication of Progress. Our annual [Impact Report 2021](#) (hyperlink url) form the basis of our submission. We affirm our commitment to the 10 principles in the table below and provide the references and links to the relevant pages in our [Impact Report](#) (IR), our [Gender Pay Gap Report](#) (GR), [Code of Conduct](#) (CC), Supplier Code of Conduct (SCC) and other documents on our website (W).

Statement by our CEO

We are proud to have been admitted as a signatory to the UNGC, whose aims and principles we wholeheartedly support. We will continue to uphold the principles of the UNGC, and on an annual basis we'll report on our alignment with the UNGC, as well as our performance against priority areas.

In our annual [Impact Report](#), we illustrate our model for sustainable value creation and provide our 10 long-term sustainability commitments. We provide insight into our specific commitments and key performance indicators (KPIs) under each of the four pillars: Products, People, Partners and Planet, and we report on our performance during the 18-month period under review.



Alan Hirzel

Chief Executive Officer

Date: 31 May 2022

Human rights	
Commitment	Where to find it
Principle 1: We support and respect the protection of internationally proclaimed human rights.	IR: 32
Principle 2: We ensure they we are not complicit in human rights abuses.	IR: 32

Labour	
Commitment	Where to find it
Principle 3: We uphold the freedom of association and the effective recognition of collective bargaining.	While we do not have any recognised trade unions at Abcam, we encourage and support the participation of all employees through Employee Forums and Employee Resource Groups. We require all our suppliers to be respectful of employees' freedom of association and right to join and inform independent train unions. IR: 14, 22 CC: 23 SCC: 9
Principle 4: We uphold the elimination of all forms of forced or compulsory labour.	IR: 32 CC: 23 SCC: 8 <i>Website:</i> Modern Slavery Statement
Principle 5: We uphold the effective aboliton of child labour.	IR: 32 CC: 23 SCC: 8 <i>Website:</i> Modern Slavery Statement
Principle 6: We uphold the elimination of discrimination in respect of employment and occupation.	IR: 23, 24 CC: 21, 23 SCC: 8

Environment	
Commitment	Where to find it
Principle 7: We support a precautionary approach to environmental challenges.	IR: 35-40 CC: 22 SCC: 8 <u>Website: Global Environmental Policy</u>
Principle 8: We take initiative to support greater environmental responsibility.	IR: 35-40 CC: 22 SCC: 8
Principle 9: We encourage the development and diffusion of environmentally friendly technologies.	IR: 35-40

Anti-corruption	
Commitment	Where to find it
Principle 10: We work against corruption in all forms, including extortion and bribery	IR: 32 CC: 1-24 SCC: 2-3