



## COMBATTING MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is the statement of Laboratory Corporation of America Holdings and subsidiaries Orchid Cellmark, Ltd., Bode Cellmark Forensics, Inc., Covance Limited, Covance Clinical and Periapproval Services Limited, Covance Clinical Research Unit Limited, Medaxial Limited, Covance Laboratories Limited and Fairfax Storage Limited (collectively "LabCorp") for the financial year ending 31 December 2016 pursuant to section 54 of the UK Modern Slavery Act 2015. This statement has been approved by the boards of directors of those companies.

*"LabCorp is committed to conducting business ethically, responsibly and with the utmost integrity. We are strongly committed to protecting human rights and are supportive of eradicating modern slavery and human trafficking. We expect the same from all our business partners, including our suppliers and contractors. This statement describes the steps we have already taken and propose to take going forward to help prevent modern slavery and human trafficking in our supply chain and business. We intend to build on our policies and processes in the coming years as we work to deliver on our commitment and implement the steps described below."*

- David P. King, Chairman and CEO, Laboratory Corporation of America Holdings

### OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

With a mission to improve health and improve lives, LabCorp delivers world-class diagnostic solutions, brings innovative medicines to patients faster and develops technology-enabled solutions to change the way care is provided. LabCorp serves a broad range of customers, including physicians, patients and consumers, biopharmaceutical companies, government agencies, managed care organizations, hospitals and health systems, food and nutritional companies, employers and clinical labs. It reports operating results under two business segments, LabCorp Diagnostics and Covance Drug Development.

With net revenue of \$9.44 billion in 2016, LabCorp's 50,000 employees serve more than 220,000 clients in approximately 60 countries and provide diagnostic, drug-development and technology-enabled solutions for more than 100 million patient encounters per year.

LabCorp purchases equipment, laboratory supplies, pharmaceutical ingredients, components, and office supplies and furniture from third party suppliers, as well as services such as recruiting, staffing, facilities management, IT systems, records storage, courier and fleet among others.

Further details can be found at [www.labcorp.com](http://www.labcorp.com).

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

LabCorp will not tolerate human trafficking, forced labor, unlawful child labor, commercial sex acts or other unethical or illegal labor practices by our employees, agents and subcontractors or anywhere in our supply chain.

To reflect these commitments, LabCorp has adopted an enterprise-wide *Ethical Labor and Anti-Human Trafficking Policy*. The *LabCorp Code of Conduct & Ethics* and *Supplier Code of Conduct* also contain express prohibitions of any type of human trafficking, forced labor and unlawful child labor. LabCorp has also adopted a *Compliance Plan for Combatting Human Trafficking Under US Government Contracts*, although it may be applied to other contracts and subcontracts where appropriate. We continue to review the Company's existing policies and procedures to prevent modern slavery in contemplation of our particular risk.

The Corporate Compliance Department and Human Resources Department are responsible for monitoring compliance with the *Ethical Labor and Anti-Human Trafficking Policy*. LabCorp policies are consistently distributed throughout our business, to management at all levels and to our supply chains (as described below).

## **DUE DILIGENCE PROCESSES**

LabCorp has put in place processes to:

- identify and assess potential risk areas in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- mitigate the risk of forced labor and trafficking occurring in our business and supply chains; and
- protect whistle blowers.

LabCorp has adopted employment and recruitment standards and requirements to mitigate the risk of forced labor or trafficking. These are detailed in the *Ethical Labor and Anti-Human Trafficking Policy* and applicable Human Resources policies.

The Corporate Compliance Department has implemented a due diligence process for recruiting and staffing agencies, third-party call centers and other types of suppliers where a higher risk of forced labor and human trafficking could exist. This pre-contracting due diligence process includes reputational screening, review of applicable policies and support for wage rates.

## **STEPS TO ASSESS AND MANAGE RISKS**

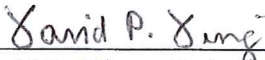
LabCorp has designated responsible departments to identify forced labor and trafficking risks and enhance or introduce appropriate measures to address those risks.

All subcontractors and suppliers are required to comply with the *LabCorp Supplier Code of Conduct*. All subcontractors and agents are notified of LabCorp's *Ethical Labor and Anti-Human Trafficking Policy* and ethical labor and anti-human trafficking compliance provisions are incorporated into vendor contracts.

All employees are required to report any suspected forced labor, human trafficking or other activity inconsistent with LabCorp policies or applicable law. Employees may report activity, without fear of retaliation, either directly to managers or supervisors, the Corporate Compliance Department, the Law Department, the Chief Compliance Officer or through dedicated reporting lines set out in the LabCorp *Action Line Policy*. In addition to the internal LabCorp *Action Line*, LabCorp staff are also informed about and may use to report, without fear of retaliation, the US government's global human trafficking hotline (1-844-888-FREE) and the UK government's 24-hour modern slavery public telephone helpline (0800 0121 700).

#### TRAINING

To educate LabCorp staff to understand and be able to identify forced labor and trafficking risks in our supply chains and business, LabCorp has developed and provides appropriate training, with targeted training for personnel in human resources, procurement or with responsibility for supply chain management.



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David P. King, Chairman and CEO  
Director, Laboratory Corporation of America Holdings



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F. Samuel Eberts III, Senior Vice President  
Director, Bode Cellmark Forensics, Inc.  
Director, Orchid Cellmark, Ltd.



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Robert S. Pringle, Senior Vice President  
Director, Covance Limited  
Director, Covance Clinical and Periapproval Services Limited  
Director, Covance Clinical Research Unit Limited  
Director, Covance Laboratories Limited  
Director, Medaxial Limited  
Director, Fairfax Storage Limited

Date: May 19, 2017