



COMBATTING MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is the statement of Laboratory Corporation of America Holdings and subsidiaries Covance Limited, Covance Clinical and Periapproval Services Limited, Covance Clinical Research Unit Limited, Covance Laboratories Limited, Medaxial Limited, Fairfax Storage Limited, Chiltern International Limited, Endpoint Clinical (UK) Ltd., Ockham Europe Limited, and SciFormix Europe Limited (collectively LabCorp) for the financial year ending 31 December 2018 pursuant to section 54 of the UK Modern Slavery Act 2015. This statement has been approved by the boards of directors of those companies. This statement also includes divested subsidiaries Bode Cellmark Forensics, Inc. and Orchid Cellmark Ltd for the applicable reporting period.

"LabCorp conducts business ethically, responsibly and with the utmost integrity. Consistent with our mission to improve health and improve lives, LabCorp is strongly committed to protecting human rights and eradicating modern slavery and human trafficking. We expect the same from all our business partners, including our suppliers and contractors. This statement describes LabCorp's efforts to help prevent modern slavery and human trafficking in our supply chain and business. We will continue to build on these policies and processes in the future."

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

OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

LabCorp is a leading global life sciences company that is deeply integrated in guiding patient care, providing comprehensive clinical laboratory and end-to-end drug development services. The Company's mission is to improve health and improve lives by delivering world-class diagnostic solutions, bringing innovative medicines to patients faster and using technology to provide better care. LabCorp serves a broad range of customers, including managed care organizations (MCOs), biopharmaceutical companies, governmental agencies, physicians and other healthcare providers (e.g. physician assistants and nurse practitioners), hospitals and health systems, employers, patients and consumers, contract research organizations, and independent clinical laboratories. It reports operating results under two business segments, LabCorp Diagnostics and Covance Drug Development.

With net revenue of more than \$11 billion in 2018, LabCorp's nearly 61,000 employees provide diagnostic, drug development and technology-enabled solutions for more than 120 million patient encounters per year. LabCorp typically processes tests on more than 2.5 million patient specimens per week and supports clinical trial activity in approximately 100 countries through its industry-leading central laboratory, preclinical and drug development business, generating more safety and efficacy data to support drug approvals than any other company.

LabCorp purchases equipment, laboratory supplies, pharmaceutical ingredients, office supplies and furniture, and other items 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.

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 U.S. Government Contracts*, although it may be applied to other contracts and subcontracts where appropriate. These policies are periodically reviewed and updated in contemplation of current risk.

LabCorp's Corporate Compliance Department and Human Resources Department have primary responsibility 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.

LabCorp's Corporate Compliance Department has implemented a forced labor and human trafficking 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

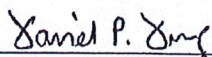
LabCorp has designated responsible departments to identify forced labor and trafficking risks and enhance or introduce appropriate measures to address those risks.

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 may also report, without fear of retaliation, to the U.S. 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 to all employees, with additional targeted training for personnel in human resources, procurement or with responsibility for supply chain management.



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



Robert S. Pringle, Senior Vice President
Director, Covance Limited
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Date:

