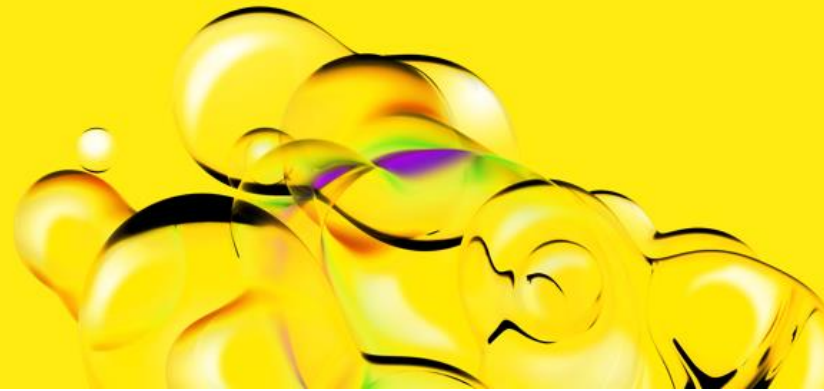




## 2024 Modern Slavery Report



### I. Introduction

Revvity, Inc., its affiliates, and subsidiaries (collectively, “Revvity” or the “Company”) are committed to upholding human rights and combating forced labor, child labor, and human trafficking (“Modern Slavery”) within our operations and supply chains. In adherence to various applicable legislative requirements mandating transparency on these critical issues in countries where we operate, Revvity has produced this consolidated Human Rights, Modern Slavery and Supply Chain Transparency Report, 2024 (“Report”) for the financial year ending December 31st, 2024 (“Reporting Period”).

This Report details Revvity’s efforts to effectively prevent and mitigate the risk that Modern Slavery, is used within any part of our operations and supply chain. It is specifically prepared in accordance with, but not limited to, the requirements of:

- The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the “Canadian Act”);
- Section 54 of the UK Modern Slavery Act 2015 (c. 30) (the “UK Act”); and
- The California Transparency in Supply Chains Act (Cal. Civ. Code § 1714.43) (the “CA Act” and collectively with the above, the “Acts”).

Being a responsible global corporate citizen is a pillar of Revvity’s corporate objectives. We understand that promoting human rights and responsible business practices is imperative, and that all stakeholders must make ethical choices with integrity. We recognize that risks of Modern Slavery exist and understand that a collaborative approach with our suppliers, workforce, and other external stakeholders is required. As demonstration of our dedication to socially responsible policies, Revvity has been a signatory to the United Nations Global Compact (“UNGC”) since 2008.

### II. Company Background

Revvity, Inc. is a Massachusetts corporation, publicly traded on the New York Stock Exchange under the ticker RVTY. Revvity is headquartered in Waltham, Massachusetts, USA and has more than 11,000 employees across 160 countries as of December 31, 2024. The complete list of Revvity’s active direct and indirect subsidiaries is available within Exhibit 21 of Revvity’s Form 10-K filed with the U.S Securities and Exchange Commission, available [here](#).

For purposes of compliance with the Canadian Act, Revvity, Inc. has two indirect subsidiaries that have operations in Canada, Revvity Health Sciences Canada, Inc. and EUROIMMUN Medical Diagnostics Canada, Inc., whose activities are encompassed by the scope of this Report. Similarly, for the purposes of the UK Act, this Report includes Revvity, Inc. and its subsidiaries that carry on business in the UK and meet the relevant reporting criteria; our significant UK operations, including manufacturing sites, are therefore covered by the commitments and processes detailed herein. This Report also addresses the requirements of the CA Act concerning our business activities related to California.

Revvity's global business operations and activities, which form the context for this Report and its commitments, are organized into two segments through which we provide health sciences solutions, technologies, and services globally:

- Revvity's Life Sciences segment provides a comprehensive portfolio of solutions, including instruments, reagents, informatics, software, subscriptions, detection, imaging technologies, warranties, training, and services. Our portfolio helps life sciences researchers better understand diseases and develop treatments. Our offerings span the areas of cell, gene, and protein research, enabling scientists to work smarter, make research breakthroughs, and transform those breakthroughs into real-world outcomes. We partner with global pharmaceutical, biotech and contract research organizations, as well as academic and government institutions, to enable them to discover and develop better treatments and therapeutics to fight disease faster and more efficiently.
- Revvity's Diagnostics segment provides instruments, reagents, assay platforms, and software products for the early detection of genetic disorders, such as pregnancy and early childhood, as well as infectious disease testing in the diagnostics market. Our products are used for testing and screening genetic abnormalities, disorders, and diseases, including down syndrome, hypothyroidism, muscular dystrophy, infertility, and various metabolic conditions. This segment also develops technologies that enable and support genomic workflows using protein coupled receptor and next-generation DNA sequencing for applications in oncology, immunodiagnostics, and drug discovery. This segment serves pharmaceutical and biotechnology companies, laboratories, academic and research institutions, public health authorities, private healthcare organizations, doctors, and government agencies.

Revvity's key manufacturing facilities are strategically located at the below locations:

- Boston, MA, USA
- Codolet, France
- Hamburg, Germany
- Hopkinton, MA, USA
- Lafayette, CO, USA
- Llantrisant, Wales, UK

- Cambridge, England, UK
- Lubeck, Germany
- Oxford, England, UK
- San Diego, CA, USA
- Taicang, China
- Turku, Finland

Revvity's global supply chain is an extensive and multi-layered network, critical to the innovation and delivery of our health science solutions. We rely on this network for a diverse array of inputs, including raw materials, reagents, electronic and optical components, instrument components, and plastic consumables. Our engagement extends to approximately 3,000 direct material suppliers across more than 30 countries, who are themselves supported by an estimated 4,500 indirect suppliers worldwide. Recognizing the importance of stability and shared ethical values, Revvity prioritizes establishing and maintaining long-term, collaborative relationships with its key direct suppliers, often formalized through long-term contracts. The scale and complexity of this global network underscores the importance of diligent oversight, risk assessment, and engagement strategies detailed throughout this Report, as we work to ensure our supply chains operate ethically and responsibly.

In line with our commitment to ethical operations and in compliance with the Acts, Revvity has taken proactive steps during the Reporting Period to prevent and reduce the risk of Modern Slavery in our business and supply chains. These steps, which are foundational to our approach to human rights, are detailed throughout the subsequent sections of this Report and encompass our policies, due diligence processes, risk assessments, training programs, and remediation mechanisms.

### **III. Governance and Oversight of Modern Slavery Risks**

Revvity's commitment to upholding human rights and combating Modern Slavery is integral to our corporate governance framework and decision-making processes. Foundational to this is our Human Rights Statement, which explicitly prohibits child labor and forced labor and sets clear expectations for all Revvity employees and third-party suppliers regarding these critical issues. This commitment, along with the broader ethical principles and behavioral expectations detailed in our Standards of Business Conduct (SoBC) (discussed in Section IV of this Report), guides our operational conduct and our engagement with all stakeholders. Revvity's Human Rights Statement is publicly available at: <https://esg.revvity.com/social/>.

Overall responsibility for Revvity's ethical conduct and approach to human rights, including Modern Slavery, rests with our Board of Directors (the "Board"). The Board exercises its oversight directly and through designated Board committees. Notably, the Audit Committee oversees the Company's Enterprise Risk Management ("ERM") framework, which includes processes for identifying, assessing, and managing significant risks, such as those related to our supply chain

and human rights. The Board has authorized key corporate officers, including the General Counsel and Chief Financial Officer, to develop and implement relevant policies, complete necessary certifications, and submit reports like this one, ensuring accountability at the senior executive level.

Operationally, Revvity's commitment is put into action through the collaborative efforts of key compliance and operational functions, including our Enterprise Risk Management ("ERM"), Ethics Programs, Legal team, Regulatory & Quality programs, and Procurement teams. These groups work together to identify, track, monitor, and mitigate Revvity's principal risks, including those arising from local and international Modern Slavery legislation. The ERM function plays a central role in developing and enhancing risk mitigation strategies throughout the organization. Potential Modern Slavery risks and related compliance efforts are evaluated, with any significant findings and mitigation plans presented to relevant executive leadership for review and guidance.

Revvity is committed to transparency regarding its broader Environmental, Social, and Governance ("ESG") practices. We report annually on these activities via our ESG Report, which details our sustainability performance and goals. This Modern Slavery Report is a specific component of our dedication to transparency concerning human rights within our operations and supply chains. Revvity's ESG Report can be found at: <https://esg.revvity.com/overview/default.aspx>.

This governance structure, from Board-level oversight to cross-functional operational management and risk assessment processes, is designed to effectively embed our commitment to combating Modern Slavery throughout Revvity's business activities and to facilitate the timely identification and management of related risks.

#### **IV. Standard of Business Conduct / Ethics Program**

Revvity's commitment to the highest ethical standards is embodied in our Standards of Business Conduct (SoBC), which explicitly details our core values and principles. Overseeing adherence to these standards and fostering a culture of integrity is the Revvity Ethics Program, which guides ethical decision-making and compliance across all levels of the organization.

Adherence to the SoBC is a fundamental requirement at all times, for all Revvity employees, Company officers, the Board, consultants, and is also explicitly extended as an expectation to our third-party suppliers globally. Revvity is committed to conducting all business activities with fairness, transparency and integrity, in full compliance with all applicable laws and regulations in the jurisdictions where we operate. Sound corporate governance is fundamental to how the Company operates and allows Revvity to deliver quality outcomes for our employees, customers, partners, suppliers, shareholders, and ultimately the world.

To ensure a thorough understanding and consistent application of these standards, Revvity provides mandatory SoBC training to all employees upon hiring and periodically thereafter. The

SoBC is translated into approximately 15 languages and is readily accessible to all employees through our internal systems and to the public on our corporate website at: <https://esg.revivity.com/governance/>.

The SoBC outlines the specific values and principles that guide Revvity's business conduct and relationships. It sets clear expectations for behavior and requires all stakeholders to uphold our core values. Furthermore, the SoBC affirms Revvity's longstanding commitment to universal principles, including the [10 Principles](#) of the UNGC, which encompasses human rights, labor standards, environmental protection, and anti-corruption.

This robust ethical framework, centered on our SoBC and driven by our Ethics Program, provides the essential foundation for all Company policies and procedures, including those specifically designed to prevent Modern Slavery and uphold human rights within our sphere of influence.

## **V. Additional Supporting Policies / Statements**

Complementing our SoBC and our overarching Human Rights Statement, Revvity maintains specific policies that further articulate our commitments and expectations regarding fair labor practices and ethical conduct within our own operations and throughout our supply chain. These documents provide guidance and standards to prevent and address risks related to Modern Slavery.

Revvity's Fair Labor Statement 2024 located at <https://esg.revivity.com/social/>, details Revvity's commitment to fair labor practices for all employees and across our subsidiaries. It directly addresses critical aspects of Modern Slavery prevention, stipulating the following requirements:

- *Revvity does not condone the hiring of child labor under any circumstances. The minimum age for full-time employment in 'regular work' shall be 16 years old or the legal minimum age for employment, whichever is greater. Revvity shall refrain from hiring workers under the age of 18 years old for positions where 'hazardous work' is performed.*
- *We require our suppliers to respect Revvity's supplier code of conduct and affirm that they will not use child labor.*
- *Revvity prohibits any type of forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.*
- *We expect our suppliers to commit to upholding the human rights of workers and treat them with dignity and respect. All Revvity Suppliers must ensure they do not use forced labor in any form (prison, indentured, bonded, or otherwise), and the employees of the supplier shall not be required to lodge papers or financial deposits as a condition of employment.*

In addition to these requirements for our own activities, Revvity requires suppliers to adhere to Revvity's Supplier Code of Conduct (available at <https://esg.revvity.com/social/>). This Supplier Code of Conduct establishes the minimum standards suppliers must meet concerning human rights, labor practices, legal compliance, health and safety, ethics, and governance. Key provisions relevant to preventing Modern Slavery include:

*The Supplier shall commit to uphold the human rights of workers and to treat them with dignity and respect.*

*1.1. Revvity will not accept any direct or indirect product of child labor, and the Supplier is prohibited from using child labor. The Supplier's employment of young workers below the age of eighteen shall only occur in non-hazardous work and when young workers are at, or above, a country's legal employment age.*

*1.2. The Supplier shall not use forced labor in any form (prison, indentured, bonded or otherwise) and the employees of Supplier shall not be required to lodge papers or deposits on starting work.*

*1.3. The Supplier shall comply with all applicable local and US environmental, safety and health laws and provide a safe and healthy workplace, presenting no unreasonable risks to its employees. Any housing provided by the Supplier to its employees shall be safe for habitation. The Supplier shall provide its employees with access to clean water, food, and emergency healthcare in the event of accidents or emergencies at the Supplier's workplace. The Supplier will identify and plan for potential emergencies, implement emergency plans and provide guidance to workers on emergency response procedures to include recovery plans (Business Continuity Plan).*

*1.4. The Supplier shall not discriminate against any employee on any ground (including race, religion, age, ethnicity, sexual orientation, disability, marital status, pregnancy, gender expression or gender). The Supplier shall not engage in or support the use of corporal punishment, mental, physical, sexual or verbal abuse and shall not use harsh or unusual disciplinary practices in the workplace.*

*1.5. The Supplier shall pay its employees according to applicable wage laws or the prevailing industry wage as established through collective bargaining, including minimum wages and overtime hours, and provide each employee with all legally mandated benefits.*

*1.6. The Supplier shall respect the rights of workers to associate freely, join or not join labor unions, seek representation and join workers' councils, as set forth by local law and regulation in the countries in which it operates.*

*1.7. The Supplier shall support the provision of fundamental human rights and ensure that they are not involved in any form of human rights abuses, including without limitation, human trafficking, whether pertaining to employment or otherwise.*

## VI. Further Due Diligence

Revvity is committed to ongoing due diligence to identify, prevent, and mitigate the risks of Modern Slavery within our business operations and global supply chains. Our approach is risk-based, integrated into our broader governance and procurement practices, and subject to continuous refinement.

Our global supply chain, as detailed in Section II, includes thousands of direct and indirect suppliers providing a variety of materials and services. Recognizing the inherent complexities, Revvity employs a systematic approach to identify and assess potential Modern Slavery risks. To support this, Revvity utilizes a third-party platform to assist with supply chain due diligence. This service assists in screening and assessing existing and potential suppliers against various risk factors pertinent to Modern Slavery, including geographic location, industry sector, commodity type, and known labor practice concerns. The insights derived from this platform, combined with our internal reviews conducted by relevant functions such as Procurement and Internal Audit, help us to identify any potential risk areas within our supply chain. While our internal assessment indicates a lower inherent risk of Modern Slavery within Revvity's direct operations due to factors like our skilled workforce and internal controls, our due diligence efforts extend to our external supply chain where risks can be more varied and complex. Our risk assessment process helps identify any suppliers and regions that might warrant higher scrutiny and engagement. Revvity does not currently conduct routine, unannounced, independent audits of all suppliers specifically for Modern Slavery compliance. However, we reserve the right to conduct or commission audits of suppliers, or in the absence of a contractual right to audit reserve the right to terminate the agreement, if significant risks are identified through our due diligence processes, or if credible concerns or allegations regarding Modern Slavery practices arise. During the Reporting Period, no specific Modern Slavery-focused audits were deemed necessary based on our ongoing risk assessments and information available to us. Additionally, while suppliers are contractually bound by our Supplier Code of Conduct and applicable laws, Revvity does not currently have a separate, formal certification program requiring direct suppliers to certify that all materials incorporated into products comply with anti-slavery and human trafficking laws of every country in which they operate, beyond these existing contractual commitments.

Our policies, including the SoBC and Supplier Code of Conduct (as detailed in Sections IV and V of this Report), form the foundation of our expectations for suppliers. These documents, which explicitly prohibit forced labor, child labor, and human trafficking, are communicated to all our suppliers. To reinforce these expectations, provisions requiring compliance with all applicable laws, including those relating to Modern Slavery, and adherence to the principles of our Supplier Code of Conduct, are standard components of our new sourcing contracts with direct material suppliers. We expect our suppliers to uphold these standards within their own operations and to encourage similar ethical conduct throughout their respective supply chains. Failure to comply with our SoBC, including provisions related to human rights and Modern Slavery, can lead to



termination of a supplier's contract, or for employees disciplinary action up to and including termination of employment.

Revvity's ERM and Internal Audit programs contribute to the oversight of compliance-based risks. These programs conduct reviews and audits to help ensure that key risks, including those associated with supply chain ethics and human rights, are effectively identified, managed, and mitigated, and any issues are sufficiently remediated in a timely manner. Both the ERM and Internal Audit programs operate with a global scope and report directly to the Audit Committee for independence purposes, ensuring appropriate oversight at the highest levels of the Company.

Revvity provides multiple accessible channels for our employees, suppliers, and other external stakeholders to report, anonymously if desired, any concerns or potential violations of our policies, ethical standards, or the law, including issues related to Modern Slavery. These mechanisms are vital for the early identification and investigation of potential issues. The Revvity Ethics Program ensures that these avenues are well-publicized and available:

- Internal and External Ethics Hotline - Available in 16 languages, offering phone lines available for employees and external parties (<https://esg.revvity.com/governance/>)
- Internal and External Ethics Hotline - A dedicated secure e-mail address available for employees and external parties (<https://esg.revvity.com/governance/>)
- Internal Ethics Hotline - Internal SharePoint links for confidential submission of complaints for employees.
- Board of Directors contact information - available internally and externally (<https://esg.revvity.com/governance/>)
- General Internal Audit & ERM Team availability and confidentiality

Revvity is dedicated to the continuous improvement of its due diligence processes concerning Modern Slavery. Throughout the Reporting Period, we have taken steps to further strengthen our approach. For example, we continued to enhance integration of due diligence findings into procurement decisions. Revvity will continue to evaluate and adapt its due diligence practices to address evolving risks and legislative requirements.

## **VII.Ongoing Risk Management and Assessment of Effectiveness**

Revvity is committed to ongoing due diligence to identify, prevent, and mitigate the risks of Modern Slavery within our business operations and global supply chains. Our approach is risk-based, integrated into our broader governance and procurement practices, and subject to continuous refinement.



Potential risks of Modern Slavery are integrated into various key company processes. This includes our supplier management activities (as detailed in Section VI), the framework of our ERM program, considerations within our human resources policies and practices, legal and contractual reviews, and the scope of our internal audit program. This multi-faceted approach is designed to ensure that significant issues related to Modern Slavery can be promptly identified, thoroughly investigated, and effectively addressed, leveraging the grievance mechanisms and investigation protocols previously outlined (see Section VI).

The review of our diligence efforts in 2023, continued to inform our actions in 2024. This ongoing evaluation has led to the continuous improvement initiatives and specific enhancements to our due diligence processes detailed in Section VI of this Report, reflecting our commitment to refining our supplier engagement and risk mitigation strategies.

Revvity assesses the effectiveness of its Modern Slavery risk management framework and due diligence efforts through several interconnected means. These include reviewing reports and concerns raised through our Ethics Hotline and other grievance mechanisms; the nature and frequency of such reports (or lack thereof, in specific areas) can provide insights, understood in conjunction with other indicators, and all Modern Slavery related allegations are investigated with outcomes informing our understanding of program effectiveness and areas for improvement. Furthermore, completion rates for mandatory employee training on our SoBC, which includes human rights and Modern Slavery awareness are tracked, with feedback and internal awareness levels also serving as informal indicators. Additionally, findings and recommendations from our Internal Audit and ERM functions regarding related controls and processes contribute to our assessment of operational effectiveness. Finally, we periodically evaluate our overall Modern Slavery program, encompassing our policies, due diligence procedures, and training, against evolving legislative requirements, industry best practices, and our own risk landscape. The insights gained from these assessment activities are crucial for informing our ongoing efforts to strengthen our Modern Slavery prevention and mitigation strategies and to ensure our approach remains responsive.

## **VIII. Training**

Revvity is committed to ensuring that its employees and relevant stakeholders are aware of Modern Slavery risks and understand their role in upholding our policies and ethical standards. Our training programs are designed to equip our workforce with the knowledge necessary to identify, prevent, and report potential instances of forced labor, child labor, and human trafficking.

All Revvity employees globally are required to complete mandatory training on our SoBC upon hiring and on an annual basis thereafter. This comprehensive training, available in approximately 15 languages, covers a range of critical topics including our commitment to human rights, ethical conduct, the 10 Principles of the UN Global Compact, specific prohibitions against all forms of Modern Slavery, expectations for behavior in all business dealings, and procedures for reporting

concerns or suspected violations, including through the Revvity Ethics Hotline, alongside our strict non-retaliation policy. During the 2024 Reporting Period, our employees achieved a 98% on-time completion rate for this mandatory SoBC training.

While formal training programs for suppliers are not broadly implemented, Revvity communicates its expectations regarding human rights and ethical labor practices primarily through the dissemination of our Supplier Code of Conduct during the supplier onboarding process and its inclusion in contractual agreements with key suppliers. Our Supplier Code of Conduct is also publicly available on our website to encourage transparency and broader awareness.

The effectiveness of our training programs is assessed through various means, including the tracking of training completion rates, monitoring employee inquiries related to ethical conduct, and reviewing the nature of reports made through our grievance channels. Feedback from employees and managers also provides qualitative insights. We are committed to periodically reviewing and updating our training content to ensure it remains relevant, engaging, and effective in addressing evolving Modern Slavery risks and legal requirements.

## **IX.Steps Taken in 2024 to Combat Modern Slavery**

Building upon the foundational policies and processes established and refined in previous years, Revvity continued its dedicated efforts to prevent and reduce the risk of forced and child labor within its business operations and supply chains throughout the Reporting Period.

In 2024, Revvity focused on the sustained and consistent application of its core ethical and human rights policies. This included the active implementation of the Supplier Code of Conduct, Fair Labor Statement, Revvity's Standards of Business Conduct, Human Rights Statement, and Statement Regarding Anti-Slavery & Human Trafficking, all of which had been comprehensively reviewed and revised in May 2023; efforts during the 2024 reporting period were centered on ensuring these updated standards were effectively embedded within our relevant business processes and understood by our employees and key suppliers. Concurrently, the centralized leadership structure for the Corporate purchasing function, established in 2023, continued to operate effectively throughout 2024, supporting the consistent application of ethical sourcing principles and supplier due diligence practices across the organization. Throughout this period, Revvity also maintained the robust operation of its ERM program, Internal Audit reviews relevant to supply chain risks, and the multi-lingual Revvity Ethics Hotline, all of which are critical for the ongoing identification, assessment, and management of potential risks related to Modern Slavery and for providing accessible channels for reporting concerns.

These actions undertaken during the Reporting Period reflect Revvity's dedication to upholding human rights and maintaining ethical supply chains. We remain committed to continuously evaluating and strengthening our approach to combat Modern Slavery.

## **X.SVP, General Counsel & Secretary Attestation**

This Report has been prepared to meet the requirements of:

- The *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the “Canadian Act”);
- Section 54 of the UK Modern Slavery Act 2015 (c. 30) (the “UK Act”); and
- The California Transparency in Supply Chains Act (Cal. Civ. Code § 1714.43) (the “CA Act” and collectively with the above, the “Acts”).

Revvity is committed to upholding the highest ethical conduct throughout our operations and supply chains. We have efficient risk mitigation, management, and monitoring processes in place, including our ERM and SOBC programs, which help to actively identify and address any potential risk of forced or child labor. We recognize the importance of the Act and are actively evaluating our existing processes to further refine our programs. We will continue to strengthen our efforts to prevent and mitigate risks of Modern Slavery in our activities and supply chains.

I, the undersigned, attest that I have reviewed the information contained in this report for Revvity, Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate, and complete in all material respects for the purposes of the Acts, for the Reporting Period listed above. This attestation is made in accordance with Section 54(1) of the UK Modern Slavery Act 2015 (c. 30) (the “UK Act”).

I have the authority to bind Revvity, Inc.

Full Name: Joel S. Goldberg

Title: SVP, General Counsel & Secretary

Date: June 30<sup>th</sup>, 2025