



2023 Modern Slavery Report

I. Introduction

Canada has enacted the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (S.C. 2023, c. 9) (the “Act”) to increase transparency and corporate accountability regarding forced labor and child labor in Canadian supply chains. In response to the implementation and requirements of this Act, Revvity Inc., on behalf of itself and its subsidiaries (“Revvity”) has produced this joint report for the financial year ending December 31st, 2023 (“Reporting Period”). This report details Revvity’s efforts to effectively prevent and mitigate the risk that forced labor and/or child labor, also referred to as modern slavery, is used within any part of our operations and supply chain.

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 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. Revvity employs more than 11,000 employees across 160 countries as of December 31, 2023. Prior to the Revvity Inc. name change in April 2023, the company was known as PerkinElmer, Inc. Two Revvity, Inc. indirect subsidiaries operate in Canada: Revvity Health Sciences Canada, Inc. and EUROIMMUN Medical Diagnostics Canada Inc.

Revvity provides health sciences solutions, technologies, and services globally under two segments:

- Revvity’s Life Sciences segment provides instruments, reagents, informatics, software, subscriptions, detection, imaging technologies, warranties, training, and services.

- 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. Its 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, immunodiagnosics, and drug discovery. It 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, US
- Codolet, France
- Hamburg, Germany
- Hopkinton, MA, US
- Lafayette, CO, US
- Llantrisant, Wales, UK
- Lubeck, Germany
- Oxford, UK
- San Diego, CA, US
- Taicang, China
- Turku, Finland

Revvity's global supply chain consists of product suppliers; providing reagents raw materials, plastics consumables, and instrument components. These materials and systems required to manufacture Revvity's products are procured from suppliers around the world and vary from product to product. Most of these materials, components, and systems are provided by suppliers with which Revvity has long-term contracts. Revvity seeks long-term relationships with major direct and indirect suppliers for the delivery of materials, major systems, and components. Within its supply chain, Revvity has built relationships with suppliers worldwide in production, indirect goods / services, and aftermarket. Revvity currently does business with approximately 3,000 direct material suppliers located in 30 countries and approximately 4,500 indirect suppliers worldwide.

III. Governance

As noted, Revvity embeds its focus on securing human rights within its decision making and governance framework. The company has comprehensive policies designed to protect human rights and prevent modern slavery. Furthermore, Revvity operates Enterprise Risk Management (ERM), Sarbanes Oxley (SOX), Internal Controls, International Trade & Compliance, Legal, Regulatory, Quality, and Ethics Programs to ensure compliance with United States Securities and Exchange Commission (SEC) recommendations and the Committee of Sponsoring Organizations of the Treadway Commission (COSO) Framework. Additionally, and as required by the SEC, Revvity operates a comprehensive Environmental, Social, and Governance Program (ESG).

Each of the programs noted above actively collaborate to identify, track, monitor, and mitigate Revvity's key risks which include human rights and ensuring compliance with local and international law (including the Act). The ERM function is focused on taking action to enhance risk mitigation throughout the organization. Risk is regularly evaluated and presented to key executive leadership committees (i.e., the Risk Council and the Compliance Committee) on a periodic basis.

The Board of Directors (BOD) directly, and through its Audit Committee, oversees Revvity's sustainability and corporate social responsibility efforts and has authorized its corporate officers including its General Counsel and Chief Financial Officer to take actions, complete certifications, and submit reports necessary for the conduct of business operations. The BOD has also delegated ERM, SOX, Internal Audit, and External Audit oversight to the Audit Committee. Furthermore, the Compensation & Benefits Committee has been granted authority to oversee certain elements pertaining to ESG from the BOD.

Revvity reports annually on its ESG practices via the Environmental, Social, and Governance Report 2023, which includes its ESG plan and goals for 2024, as well as the Corporation's yearly sustainability performance. The ESG Report can be found on Revvity's website at: <https://esg.revvity.com/overview/default.aspx>.

Revvity, as a signatory of the United Nations Global Compact (UNGC), steadfastly adheres to promoting within the company's operations the 10 fundamental principles of the UNGC which address human rights, environmental protection, anti-corruption and labor rights, and more specifically the elimination of all forms of forced labor and abolition of child labor.

Revvity's Human Rights Statements further details the company's commitment to not using child or forced labor. As stated, this is an expectation of all Revvity employees and third-party

suppliers. Revvity's Human Rights Statement is available at <https://esg.revvity.com/social/>.

IV. Standard of Business Conduct / Ethics Program

Revvity's core values are explicitly detailed within the Standards of Business Conduct (SOBC). The Revvity Ethics Program has been implemented to provide oversight over the operations of the organization related to compliance and ethical responsibility.

The SOBC and ethical standards are a requirement, at all times, of all Revvity employees, consultants, BOD, and third-party suppliers globally.

Revvity is committed to conducting business with all stakeholders in accordance with the highest standard of ethics, transparency and integrity in compliance with all applicable laws. 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. As part of the company's commitment, Revvity provides SOBC training and distributes the SOBC to all employees, who are expected to follow both the spirit and the letter of the law at all times. Revvity's SOBC is readily available internally and externally in 15 languages at <https://esg.revvity.com/governance/>.

The SOBC identifies the values and principles that guide Revvity's business relationships. The company does business and works collaboratively with a strong sense of ethics. Revvity is committed to honesty, integrity, and fairness, so the company's activities reflect positively on our stockholders, the marketplace we serve, the community, and the company itself. Revvity's SOBC requires stakeholders to uphold the stated core values, standards of behavior, and the company's commitment to the UNGC's 10 principles globally.

V. Further Supporting Policies / Statements

In further support of compliance with the Act, Revvity's Fair Labor Statement 2023 located at <https://esg.revvity.com/social/>, details the following requirements for all employees and subsidiaries:

- *“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.*
- *Request our supplier to respect Revvity's supplier code of conduct and shall not use child labor.*

- *Prohibit any type forced labor, including prison labor, indentured labor, bonded labor, or other forms of forced labor.*
- *Ask our suppliers to commit to uphold the human rights of workers and treat them with dignity and respect. All Revvity Suppliers shall 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 deposits on starting work”*

In line with Revvity's vision for its suppliers, Revvity actively engages its supply chain by requiring suppliers to adhere to Revvity’s Supplier Code of Conduct. The Revvity Supplier Code of Conduct states the following expectations for suppliers in respect to human rights, labor, legal compliance, health and safety, ethics, and governance:

“Employment Practices 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."

The Revvity Supplier Code of Conduct is located at <https://esg.revvity.com/social/>.

VI. Further Due Diligence

Revvity's ERM and Internal Audit programs, continue to include compliance-based initiatives, reviews, and audits to ensure key risks are effectively mitigated and any issues are sufficiently remediated in a timely manner. The ERM and Internal Audit Programs are global in scope and report directly to the Audit Committee for independence purposes.

Revvity's SOBC, Ethics Hotline, general policies, and Supplier Code of Conduct offer a reporting mechanism for our employees and suppliers to report ethical or legal violations, among other concerns. In accordance with the UNGC principles and the Revvity Ethics Program, Revvity will comprehensively and independently investigate all claims, and if issues are identified, Revvity will ensure corrective action plans are developed and implemented to effectively remediate the issue.

Revvity's policies clearly establish the directive that retaliation is strictly forbidden (i.e. SOBC, Supplier Code of Conduct, etc.). The Revvity Ethics Program ensures all employees and affiliates who may have concerns on any ethical issue, including forced labor or child labor, have access to multiple avenues in 15 languages to submit their concerns:

- Internal and External Ethics Hotline – 15 languages – phone lines available for employees and external parties (<https://esg.revvity.com/governance/>)
- Internal and External Ethics Hotline – Generic Secure E-mail – e-mail address available for employees and external affiliates

(<https://esg.revivity.com/governance/>)

- Internal Ethics Hotline - 15 languages - internal SharePoint links for confidential submission of complaints for internal employees
- Board of Directors contact information - available internally and externally (<https://esg.revivity.com/governance/>)
- General Internal Audit & ERM Team availability and confidentiality

VII. Risk Management

Revvity leverages a risk-based approach to assess and manage forced and child labor risks within the company's operations. Potential risks of forced and child labor are integrated into various company processes, including supplier management, ERM, human resources, legal considerations, and internal audit scope. This comprehensive approach ensures that any significant issues can be identified and addressed in a timely manner.

Currently, we have certain vendor qualification and review processes in place focusing on key suppliers. In 2023, we started a review of our diligence efforts and are working on refining our supplier processes.

VIII. Training

Revvity's employees receive periodic, comprehensive, and mandatory training on ethical topics, the SOBC, the company policies, and specific compliance risk. On an annual basis, all employees are required to complete a training on understanding and adherence to the SOBC.

In 2024, Revvity implemented training globally to all its employees that specifically includes child and forced labor considerations in the supply chain.

IX. 2023 Compliance Improvements

Although Revvity has noted the aforementioned existing processes, the below improvements were made in 2023 to further reduce the risk of forced and child labor in the company's business and supply chains:

- Re-alignment of the Corporate purchasing function under new centralized leadership
- Reviewed and revised the following policies in May 2023:

- Supplier Code of Conduct
- Fair Labor Statement
- Revvity's Standards of Business Conduct
- Human Rights Statement
- Statement Regarding Anti-Slavery & Human Trafficking

The above actions were completed during the 2023 fiscal year.

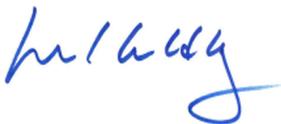
X. SVP, General Counsel & Secretary Attestation

This Report was approved pursuant to subparagraph 11(4)(b)(ii) of the Act by the Board of Directors of Revvity Inc.

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 forced labor and child labor in our activities and supply chains.

In accordance with the requirements of the Act, and in particular section 11 thereof, I, the undersigned, attest that I have reviewed the information contained in this report for the entity listed above. 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 Act, for the reporting period listed above.

I have the authority to bind Revvity Inc.



Per: _____

Full Name: Joel Goldberg

Title: SVP General Counsel & Secretary

Date: May 31, 2024