Corporate and Social Responsibility

2026

Introduction

Corporateand Social Responsibility

TCS Biosciences Ltd was founded in 1965 by Dr Alan Preston, with the purpose of providing clinical and industrial scientists with sterile animal blood and serum so that they could provide vital diagnostics services, produce vaccines and conduct vital research.

Today the provision of animal blood remains an important part of our business, however over the last 60 years we have diversified into supplying a wide range of biological raw materials for the manufacture of plated media and In Vitro Diagnostics (IVD) tests, reagents and diagnostics tools for the provision of clean and safe drinking water, reagents consumables and systems for food microbiology and raw materials for the production of life saving human and animal vaccines.

We remain a privately owned, family run business. We strive to provide products of the highest quality, to deliver outstanding service and value for money.

Truth, trust, and integrity are among our core values which are supported by our Business Management System (ISO19001:2015) and Environment Management Systems (ISO14001:2015).

As a result of these managment system certifications, we have numerous policies and procedures in place that ensure rigorous compliance with these standards .

We are proud to run an ethical and equal opportunity business, ensuring all current and prospective staff members are treated fairly, equally and are given the same opportunities for personal development.

We hold our accountable suppliers to the same high standards we employ ourselves, making certain that our supply base does not discriminate or employ slave labour.

We subscribe to the Atlas Citation platform, a third-party service that provides our HR and Health and Safety functions. They also maintain and issue our company handbook, which includes our equality and Diversity, Modern Slavery, Anti-Bribery and Sustainability, Environmental and Carbon policies and statements. Atlas have been providing these services nationally since 1995 and are ISO 27001 certified.

2025 saw TCS celebrate 60 years. We remain a committed and independent company. Our focus is to continue to grow this business, while focusing on our core business values and our social and corporate responsibility.

Accreditation & Certification

bsi.

Certificate of Registration

ENVIRONMENTAL MANAGEMENT SYSTEM - ISO 14001:2015

This is to certify that:

TCS Biosciences Ltd
Botyl Road
Botolph Claydon
Buckingham
MK18 2LR
United Kingdom

Holds Certificate Number: EMS 590359

and operates an Environmental Management System which complies with the requirements of ISO 14001:2015 for the following scope:

The procurement, manufacture, design, development and sale of a range of diagnostic products for clinical, pharmaceutical, food and environmental laboratory testing.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 2013-06-10
Latest Revision Date: 2024-12-13

Effective Date: 2025-01-27
Expiry Date: 2028-01-26

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An electronic certificate can be authenticated online.
Printed copies can be validated at www.bsigroup.com/ClientDirectory

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.
A Member of the BSI Group of Companies.

Accreditation & Certification

bsi.

Certificate of Registration

QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

TCS Biosciences Limited
Botolph Claydon
Buckingham
MK18 2LR
United Kingdom

Holds Certificate Number: FS 28907

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

The procurement, manufacture, design, development and sale of a range of diagnostic products for clinical, pharmaceutical, food and environmental laboratory testing.

For and on behalf of BSI:

Matt Page, Senior Vice President, EMEA Assurance

Original Registration Date: 1994-08-11
Latest Revision Date: 2024-12-13

Effective Date: 2025-01-27
Expiry Date: 2028-01-26

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Equality and Diversity Policy

Statement

TCS Biosciences Ltd are committed to promoting equality, diversity, and inclusion in all aspects of our operations. We value and respect the diverse backgrounds, experiences, and perspectives of our employees, customers, and stakeholders. The equality and Diversity Policy outlines our commitment to creating a fair and inclusive environment, free from discrimination, harassment, and bias.

We believe in equal opportunities for all individuals, regardless of their ethnicity, nationality, religion, belief, age, gender, gender identity, sexual orientation, marital status or disability. All employment decisions, including recruitment, training, promotion, and termination, will be based on merit, qualifications, and skills.

We subscribe fully to the concept of diversity strengthening our business which engenders creativity, innovation, an collaboration.

Through our equal opportunities policy, we have created an environment where everyone feels welcome, respected, and valued for who they are.

The Company operates a zero tolerance policy when it comes to discrimination, harassment, victimisation or bullying in any form. Actions and behaviour that undermines the dignity or well-being of individuals based on their protected characteristics will not be tolerated.

This includes verbal, written, physical, or visual actions that create a hostile or offensive environment. All employees have a responsibility to treat others with respect and report any incidents of discrimination or harassment.

Appropriate training and development opportunities will be provided to all employees, enabling them to understand and embrace the principles of equality, diversity, and inclusion. Training programs will be regularly reviewed and updated to reflect changing needs and best practices.

Policies are communicated to all employees via the company handbook. Mechanisms for reporting discrimination or harassment have been clearly established. All reported incidents will be promptly and thoroughly investigated, and appropriate action will be taken.

TCS Biosciences Ltd always have and always will promote a working environment that ensures equality, celebrates diversity, and respects the rights and dignity of all individuals. We believe that by embracing the principles of equality and diversity, we can achieve greater success while ensuring positive workplace culture.

Modern Slavery

Statement

TCS Biosciences Ltd are committed to eradicating modern slavery in all its forms. We recognise that modern slavery is a global issue, and we have responsibility to ensure that our operations and supply chains are free from any forms of slavery or forced labour.

We have zero-tolerance to modern slavery in all its forms, which includes slavery, forces labour, human trafficking, and any other forms of exploitation.

TCS Biosciences does not tolerate any practices within our organisation or supply chains that infringe upon the fundamental human rights and dignity of individuals.

We comply with all applicable laws and regulations related to modern slavery and human trafficking, both domestically and internationally. This includes adherence to the modern slavery Act 2015 and any other legislation that aims to combat modern slavery.

Where required, we will work collaboratively with them to promote transparency and responsible practices throughout the supply chain.

Through regular risk assessment we will identify areas of potential modern slavery within our supply chains. Based on these assessments, we will develop and implement strategies to mitigate these risks, including the establishment of clear policies, procedures, and contractual obligations.

TCS Biosciences will provide education and training to our employees to raise awareness about modern slavery, its signs, and the importance of reporting any concerns. We will equip our employees with the knowledge and tools to recognise and respond to situations that may involve modern slavery.

Mechanisms have been developed so that any employer or stakeholder may report any suspected instance of modern slavery. Any reports will be treated seriously, and the appropriate follow-up actions, including the protection of those making the report, will be taken. We will prepare and publish an annual Modern Slavery Statement that outlines the steps we have taken to combat modern slavery. This statement will be accessible to the public, our stakeholders, and relevant authorities, demonstatting our commitment to transparency and accountability.

Modern Slavery Act

accuracy and quality as a science

Statement by Supplier of compliance to the Modern Slavery Act 2015

The undersigned senior representative of the company detailed confirm that the principles of "**Modern Slavery Laws**" are understood and confirm the company does not, or will not in the future, support or do business knowingly with any other party involved in any act of slavery, human trafficking, forced, bonded or child labour as defined in the Modern Slavery Laws and shall notify relevant parties as soon as I become aware of any breach or possible breach of Modern Slavery Laws.

Name of Company	**Date**
TCS Biosciences Ltd	2nd January 2025
Name (in BLOCK CAPITALS) and Signatory of senior representative	**Role and Position within the company (Director/Company Secretary/Authorised Signatory/Partner)**
Gareth Williams	Sales and Marketing Director
E-mail address	**Primary telephone number**
gareth.williams@tcsgroup.co.uk	01296 714 222
Company Registration Number	
2172900	

Please detail all specific actions undertaken by your company to support adherence to the Act.

TCS are a responsible and ethical company and have the appropriate procedures and checks in place to ensure, in so far as possible, that our suppliers comply with our expectations.

Our Corporate Social Responsibility Policy Statement, details the following:

TCS Biosciences Ltd embraces the obligations it has both legally and ethically to Corporate Social Responsibility. The senior management team shall be committed to the pursuit of sustainable business activity and equal opportunity.

The company shall operate a comprehensive equal opportunities policy, making no exclusions on the basis of ethnicity, religion, gender, sexual orientation, age, political or social status, physical or mental aptitude.

It shall adhere to all statutory employment requirements and operate a policy of employee inclusion, development and investment.

The company shall assure compliance of its supply chain in respect to equal opportunities, key labour conventions and compliance with Environmental regulation; promoting and supporting mutual sustainability.

The full commitment of all employees and stakeholders shall be required to ensure the successful implementation of this policy.

A signed copy of our full Corporate Social Responsibility Policy Statement can be provided upon request.

TCS Biosciences Ltd
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MK18 2LR United Kingdom
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f + 44 (0)1296 714806
e sales@tcsgroup.co.uk
i www.tcsbiosciences.co.uk

Anti-Bribery

Statement

TCS Biosciences Ltd has always been committed to conducting its business with integrity, transparency, and in compliance with all applicable laws and regulations. We do not tolerate bribery and corruption of any shape or form. This position applies to all employees, contractors, partners, and any other individuals or entities associated with our organisation. Bribery in any form, whether offering, giving, receiving, or soliciting, is strictly prohibited. This includes both financial and non-financial advantages.

Any gifts, entertainment, or hospitality provided or received must be reasonable, proportionate, and within the boundaries of applicable laws and regulations. They should not be offered of accepted with the intention of improperly influencing business decisions.

The use of intermediaries or third parties to make or receive such offers are also strictly prohibited.

We remain committed to compliance with with all relevant anti-bribery and anti-corruption laws, including but not limited to the United Kingdom bribery act, and local laws of the countries in which we operate.

Employees must familiarise themselves with the applicable laws and regulations and ensure their activities are conducted in accordance with them.

Any violations of laws or regulations related to bribery and corruption will be promptly reported to the appropriate authorities. We routinely refresh staff training so that we may identify and assess potential bribery risks associated associated with our business activities and relationships. Due diligence is completed prior to entering business relationships with third parties , such as suppliers, agents, and distributers, appropriate due diligence will be conducted to ensure their integrity and compliance with anti-bribery laws.

At TCS Biosciences Ltd, we encourage all employees to report any suspected or actual instances of bribery or corruption promptly. Any reports of suspected bribery or corruption will be treated with the utmost confidentiality, and appropriate measures will be taken to protect those reporting cases.

Certificate of Employers' Liability Insurance (a)

(Where required by regulation 5 Employers' Liability (Compulsory Insurance) Regulations 1998 (the Regulations), one or more copies of this certificate must be displayed at each place of business at which the policy holder employs persons covered by the policy)

1.	Name of policyholder:	TCS Biosciences Ltd, TCS Biologicals Ltd, Tissue Culture Services Ltd, Moregate TCS Ltd, Cytomark Limited, Medical and Veterinary Supplies Ltd
	Policy Number	LS260715
2.	Date of commencement of insurance policy	01 June 2026
3.	Date of expiry of insurance policy	31 May 2027

We hereby certify that subject to paragraph 2;

1. the policy to which this certificate relates satisfies the requirements of the relevant law applicable in Great Britain, Northern Ireland, Isle of Man, Island of Jersey, Island of Guernsey, Island of Alderney; or any offshore installations in territorial waters around Great Britain and its Continental Shelf (b); and;

2. (a) the minimum amount of cover provided by this policy is no less than £5 million (c); or
~~(b) the cover provided under this policy relates to claims in excess of [£] but not exceeding [£].~~

Signed on behalf of CNA Insurance Company Limited (Authorised Insurer)

Signature:

Date: 05 June 2026

Andy Francis

Managing Director

Generis Underwriting Limited on behalf of

CNA Insurance Company Limited
Registered Office: 13th Floor, 20 Fenchurch Street, London, EC3M 3BY. Registered in England number 950

Notes

(a) Where the employer is a company to which regulation 3(2) of the Regulations applies, the certificate shall state in a prominent place, either that the policy covers the holding company and all its subsidiaries, or that the policy covers the holding company and all its subsidiaries except any specifically excluded by name, or that the policy covers the holding company and only the named subsidiaries.

(b) Specify applicable law as provided for in regulation 4(6) of the Regulations.

(c) See regulation 3(1) of the Regulations and delete whichever of paragraphs 2(a) or 2(b) does not apply. Where 2(b) is applicable, specify the amount of cover provided by the relevant policy.

Important

Display will be satisfied if the certificate is made available in electronic form and each relevant employee to whom it relates has reasonable access to it in that form.

Sustainability, Environment and Carbon

Statement

Being based in a rural setting, we at TCS Biosciences Ltd are acutely aware of our responsibility to protect the environment, promote sustainability, and reduce our carbon footprint. Since 2013 we have been committed to operating our business in a manner that minimises negative environmental impacts, conserves resources, and contributes to a sustainable future.

We will comply with all applicable environmental laws, regulations, and standards, as well as any other standards and requirements to which we subscribe. We endeavour to exceed minimum compliance requirements whenever possible, seeking innovative solutions and best practices to reduce our environmental impact.

Since achieving ISO14001 in 2013, we have successfully reduced our environmental impact by minimising waste, maximising recycling initiatives while reducing emissions, consumption of water and the use of fossil fuels. We have focused on sustainable energy through the installation of solar panels and careful selection of our energy suppliers.

We will promote resource conservation throughout our operations by adopting practices that minimise energy consumption, water usage, and waste generation. This includes using energy-efficient technologies, implementing recycling programmes, and exploring sustainable alternatives for raw materials and packaging.

Through our carbon Essentials membership, we will continue to conduct regular assessments to measure and monitor our carbon footprint across our entire value chain. This includes quantifying emissions from our operations, transportation, and supply chain. These assessments will provide the foundation for further reduction targets and developing strategies to achieve them.

We continue to focus on reducing our greenhouse gas emissions and transitioning to a low-carbon economy. As part of this focus, we have formally committed to reduce our carbon to net zero by 2030 signing up to the science based initiative (SBTI). We will prioritise actions that deliver the most significant emissions reductions, such as energy efficiency improvements, renewable energy adoption, and sustainable transportation initiatives. We will also explore carbon offset programs to compensate for any remaining emissions.

Employee engagement and education are essential for achieving our sustainability and environmental goals. We will provide regular training and awareness programmes to empower our employees to contribute to our sustainability efforts. We will encourage them to adopt sustainable practices both at work and in their personal lives, fostering a culture of environmental responsibility.

Our aim is to publish an annual report, detailing our progress in achieving our sustainability and carbon reduction targets. In this document, we will publish our environmental performance and our future goals and initiatives.