



The Old Brick Kiln
Ramsdell, Tadley.
Hampshire.
RG26 5PR. UK
+44 (0)1256 855055
sales@aerotech.co.uk
uk.aerotech.com

Aerotech Modern Slavery and human trafficking statement for Financial Year 2021

This statement is made by Aerotech Inc and its subsidiaries (together "Aerotech"). This statement is made pursuant to s.54 of the UK Modern Slavery Act 2015.

It sets out the steps that Aerotech has undertaken - and is continuing to take - to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Aerotech has a zero-tolerance approach to any form of modern slavery. We are committed to acting in an ethical manner, with integrity and transparency in all business dealings.

We are committed to putting in place effective systems to safeguard against any form of modern slavery taking place within the business and to reduce the risk of it taking place within our supply chain.

Our organisation

Aerotech Inc designs and manufactures the highest performance motion control, positioning tables/stages, and positioning systems for our customers in industry, government, science, and research institutions around the world.

Aerotech's precision motion control products provide the critical performance for today's demanding applications in markets such as medical device and life sciences, semiconductor and flat panel, photonics, automotive, data storage, laser processing, military/aerospace, electronics manufacturing, test, assembly, research and development, and other markets requiring high precision, high throughput motion solutions.

Aerotech products are manufactured by Aerotech Inc in Pittsburgh, PA. Aerotech manufactures the great majority of the components and subcomponents of Aerotech products in-house. For some Aerotech products, Aerotech sources a small number of components from external suppliers. Aerotech Inc products are marketed and sold locally in the UK by Aerotech Ltd.

Our salient human rights issues

We consider that modern slavery and human trafficking are more likely to take place within our supply chains than within Aerotech.

In particular, as is the case for all manufacturers of high-tech products, we recognise that there are risks in the sourcing of raw materials and in the components provided to Aerotech by external suppliers.

Aerotech has mechanisms in place with its first-tier suppliers to ensure that those suppliers comply with all relevant legal duties.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. Aerotech policy includes conducting eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. This ensures all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Modern Slavery and Human Trafficking Policy. This code explains the manner in which we behave as an organization towards another human being both within our facilities and our supply chains.
4. Employee Handbook. This sets out Aerotech's business ethics and standards of conduct expected from all employees.

Our suppliers

Aerotech operates a supplier policy and maintains a preferred supplier list.

We conduct due diligence on all suppliers before allowing them to become preferred suppliers.

We are currently mapping our tier 1 suppliers and continue to identify any risks of modern slavery.

Looking forward

Aerotech recognises its ongoing responsibilities as a business regarding modern slavery and human trafficking. From the financial year 2022, Aerotech intends to:

1. Introduce an Anti-slavery policy setting out Aerotech's stance on modern slavery and explaining how employees can identify any instances of this and where they can go for help.
2. Conduct modern slavery training for our employees so that they are aware of the relevant issues and what to do if they suspect that it is taking place within our supply chain.
3. Continue to map our tier 1 supply chain, including our sales and support subsidiaries in other countries, to enable us to identify any specific modern slavery risks within it.
4. Carry out audits of our suppliers that have been identified as 'High Risk' to ensure that they have never been convicted of offences relating to modern slavery.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- Reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified;
- An Anti-slavery policy is introduced and modern slavery training is given by the time of the next statement;
- We continue the mapping of our tier 1 supply chain and the identification of any specific modern slavery risks within it;
- A system for supply chain verification is developed.

Approval for this statement

This statement was approved by the Board of Directors on 30th June 2021



Simon Smith
Director