

**TRUMPF Laser UK Ltd.**

4 Wellington Park, Tollbar Way, Hedge End
Southampton SO30 2QU, UK

**UK Modern Slavery Act Statement
for Financial Year ending 30th June 2022**

The United Kingdom Modern Slavery Act of 2015 requires certain businesses to provide public disclosures regarding efforts to eradicate slavery and human trafficking from their supply chains and to ensure it is not occurring in its own organisation. This disclosure is intended to provide our customers, suppliers, partners, employees, and the public with information that will allow them to make more informed decisions concerning TRUMPF Laser UK Ltd (the “**Company**”).

The Company’s principal activities are the design, development, engineering and manufacture of optical fiber-based laser sources for a range of markets and applications. The Company’s products are based on an innovative and proprietary fiber technology platform which enables high performance together with a substantial reduction in the size of the product and the total cost to the end-user compared to more traditional lasers.

The Directors recognise that the Company’s future success in a highly competitive world depends upon its employees and the development of their skills and abilities. The Company ensures that all its employees, including interns, worldwide are paid at levels above their respective country’s national minimum wage.

It is the Company’s aim that there shall be equal opportunities throughout the Company including its policies and practices on recruitment, training, promotion, and performance management. There will be no discrimination on the grounds of an employee’s sex, gender reassignment, marital status, race (which includes colour, nationality and ethnic or national origins), disability, sexual orientation, religion or belief, or age.

The Company’s employee recruitment policy includes provision for disabled employees, providing further necessary training and any reasonable adjustments taking account of their particular needs. The Company also supports employees who have become disabled during employment with the Company, with the aim to maintain their pre-disability position.

Communication with employees is achieved through regular Company briefings, information bulletins and individually through team meetings and individual performance discussions. The Company also has a policy of consulting with employees about matters that may concern them. In addition, the Company has launched an intranet that enables its employees ready access to HR policies, handbooks, and health & safety information.

Since the Company’s formation, the Company has always led its business with integrity, focused on complying with applicable laws and regulations. We are committed to conducting business with suppliers who support our high standards of ethical conduct. We support the humanitarian goal of

eliminating slavery and human trafficking in supply chains, and ensuring that it is not present in our own organisation.

The Company strives for exemplary quality in its products and processes – and also in its conduct. The conduct of each employee of the Company has a significant influence on our reputation.

TRUMPF SE + Co. KG (the Company's ultimate parent company) has established a **Code of Conduct** that applies to everyone within the TRUMPF Group worldwide and requires compliance with the law in all countries in which we operate together with compliance with laws and regulations concerning cross-border trade. As the Management of the Company, we require each and every employee to act in accordance with this Code of Conduct and the Company's values and asks them to be conscious of the responsibility that they bear for the Company's reputation. This reputation is of immeasurable value to us.

The Code of Conduct requires that we respect, protect and promote the globally applicable regulations for the protection of human rights, and in particular: the right to equality of opportunity as well as the right to non-discrimination; the prohibition of all forms of child and forced labour; the right to freedom of expression and information, and to form and join professional associations; and the right to health and safety, and to labour and social standards. This applies not only within TRUMPF, but of course also extends to the conduct of and towards our business partners.

The Company has adopted supply chain and quality policies and procedures that support our goals of responsible supply chain management including support of efforts to eradicate slavery and human trafficking from the supply chain.

The Company evaluates prospective suppliers through a risk based approach:

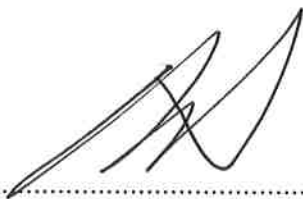
- **Verification:** The Company's supplier evaluation includes: condition of facilities and production equipment; employee qualification, product systems, and workplace organisation and safety; quality management and maintenance; supplier management and logistics including quality and supply agreements with their suppliers; innovation capacity and development; strategic alignment and economic stability including revenues per employee; and ethical criteria.
Ethical criteria includes: observance of laws; prohibition of corruption and bribes; respect for employee's fundamental rights; prohibition of child labour; employee health & safety; environmental protection with regard to legal and international standards; and observance of ethical criteria in the work place.
- **Audit:** The Company audits suppliers based on a risk-based approach. The audits are not unannounced and are not performed by an independent third party. Visits are arranged in advance, and responses to the supplier evaluation verified.
- **Certification:** Our suppliers are required to certify that they do not incorporate conflict materials in their products. The Company's procedures have been updated during the year. Our suppliers are now also required to certify that they comply with the laws

regarding slavery and human trafficking of the country or countries in which they do business and to show evidence that they comply with the Modern Slavery Act 2015.

- **Internal Accountability:** Notification of violation of company policies and procedures, including the Code of Conduct, is via management or via a confidential email address to an external provider. All such reports of allegations of violations will be promptly investigated and, if the result of the investigation indicates that corrective action is required, the Company will decide what steps to take to rectify any problem and/or avoid the likelihood of its recurrences.
- **Training:** The Company provides training for new and existing employees on its Code of Conduct and asks them to return a signed letter in which they confirm that they have read and agree to abide by its requirements. The training has been updated to explicitly refer to slavery and human trafficking.

In the financial year ending June 30, 2021, the Company combined its sales channel with the sales channel of the laser division of TRUMPF SE + Co. KG. The Company continues its work to ensure that combatting Modern Day Slavery is taken into account during this reorganization, and this focus will remain during the next financial year.

The undersigned being all the board of directors of TRUMPF Laser UK Ltd approved this statement by unanimous consent dated 14th October 2022.



DR. MARK GREENWOOD



MR. THOMAS REINAUER



MR. GRAHAM PARSONS



DR. MALCOLM VARNHAM

