

Excelitas Noblelight Company Statement on the Prevention of the UK Slavery and Human Trafficking

This statement is made pursuant to Section 54, Part 6 of the UK Modern Slavery Act 2015 and sets out the steps Heraeus has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

The foundation of all transactions at Excelitas Noblelight is compliance with all binding statutory requirements at the national and international level. It is the employees' responsibility to know and understand the laws applicable to their job responsibilities and to comply with both the letter and the spirit of these laws. Failure to comply with our Code of Conduct will not be tolerated and may result in appropriate disciplinary action by the employer.

Excelitas Noblelight is committed to prevent and reject all forms of forced labor and child labor and we are committed to provide fair wages and reasonable hours of work to our employees in each country.

Our standards are protecting apprentices, trainees and young workers from any work that is likely to be hazardous or to interfere with the young person's education or to be harmful to a young person's health or physical, mental, spiritual, moral or social development.

Excelitas Noblelight provides information and trainings for employees on the Excelitas Code of Conduct, as well as advanced trainings within selected risk areas such as procurement and sourcing,

We monitor all Excelitas Noblelight suppliers for indicators on slavery, human trafficking, forced labor and child labor and have additional risk-based processes for suppliers in risk areas such as 3TG or PGM sourcing. Suppliers of Excelitas Noblelight have to comply with the "Excelitas Code of Conduct. Excelitas Noblelight commits to fundamental rights of employees, the prohibition of child labor, environmental protection and the monitoring of their own supply chain.

The Excelitas Noblelight supplier quality assurance team is also auditing mining corporations within the supply chain of Excelitas Noblelight which are not certified by a recognized organizations such as Fairtrade.

Roland Eck. CEO Excelitas Noblelight