

Heraeus Group 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 Heraeus 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.

Heraeus 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.

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

We monitor all Heraeus 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. The sourcing of precious metals is monitored by a designated team of Precious Metals Compliance Experts (Heraeus "PMCE"). Precious metal suppliers of Heraeus have to comply with the "Heraeus Code of Conduct for Precious Metals Suppliers", which is focused on but not limited to fundamental rights of employees, the prohibition of child labor, environmental protection and the monitoring of their own supply chain.

The Heraeus Precious Metals Compliance Expert Team is also auditing mining corporations within the supply chain of Heraeus which are not certified by a recognized organizations such as Fairtrade.