

Modern Slavery Act Statement

This statement, made pursuant to section 54(1) of the Modern Slavery Act 2015, sets out the approach taken by Elementar Analysensysteme GmbH to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks.

Elementar Analysensysteme GmbH is a global manufacturer of analytical scientific instruments. It is the world leader in high performance analysis of organic and inorganic elements. We research and develop for basic human needs: Our instruments ensure quality of life and are used when it comes to water, food, education, health, environment, climate, energy or product quality.

With our subsidiaries in Europe, UK, America, Asia and Australia as well as our distribution partners, we are represented on all world markets. As a medium-sized family-owned company, we are committed to innovation and sustainability and have decisively shaped and actively contributed to shaping the field of instrumental chemical analysis. Elementar Analysensysteme GmbH employs over 100 people at our modern headquarters in Langenselbold, Germany. Our analyzers are manufactured under the best conditions, and we attach particular importance to short supply chains and regional suppliers. With 100% green electricity supply, a geothermal plant, e-car charging stations and the solar panels on the roof, we keep our ecological footprint as low as possible.

Elementar Analysensysteme GmbH is committed to delivering high standards of corporate governance and a key element of this is managing our organisation in a socially responsible way. Elementar Analysensysteme GmbH aims to employ the highest ethical and professional standards and always to comply with all local laws and regulations applicable to our business; it follows that Elementar Analysensysteme GmbH is absolutely committed to preventing slavery and human trafficking in its corporate activities and its supply chains. This commitment is emphasised in our company policies and our Code of Conduct, and the Human Resources team, supported by relevant Directors, oversees the induction and training of all new and existing staff. Elementar Analysensysteme GmbH also expects the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers. This includes in particular the following requirements:

- Suppliers shall not employ under-age labour as described in Minimum Age Convention 138 and Worst Forms of Child Labour Convention 182 of the International Labour Organization.
- Suppliers shall not make use of forced or compulsory labour as described in Article 2 in the Forced Labour Convention 29 and Article 1 in the Abolition of Forced Labour Convention 105 of the International Labour Organization.
- Suppliers shall comply with all applicable labour laws, rules, and regulations, including but not limited to, all laws forbidding the solicitation, facilitation, or any other use of slavery, servitude, forced or compulsory labor or human trafficking.

We have an extensive range of experience working within public and private sectors and have cemented relationships with our suppliers and sub-contractors.

We review the potential for modern slavery in our supply chains with a particular focus on countries which, according to The Global Slavery Index*, have high rates of forced labor practices. This includes regular reviews of the effectiveness of our policies and procedures that address this issue. However, we do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.

Elementar Analysensysteme GmbH is committed to ensuring that our suppliers are aware of their obligations and our position in relation to modern slavery or human trafficking across our global business and operations. Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships. Any employee of Elementar Analysensysteme GmbH who observes or suspects a violation by the Company of any law, regulation, or our Code of Conduct, is expected to contact a member of the Company's Legal Department or the Management Board.

This statement is approved by Elementar Analysensysteme GmbH and is signed on its behalf by:



Albrecht Siepel
Managing Director