

## Bruker UK – Anti Slavery Statement.

### Introduction

This statement sets out Bruker UK Limited's actions to understand potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year ending 31<sup>st</sup> December 2021.

The organisation recognises that it has a responsibility to take action to prevent slavery and human trafficking in our supply chain activities.

### Organisational structure and supply chains

This statement covers the activities of Bruker UK Limited:

- The business operation is a sales hub, service provider and distributor of scientific instruments and analytical and diagnostic solutions. Some research and development occur within our UK operations to facilitate this.
- Primarily, Bruker scientific instrumentation, analytical and diagnostic solutions are manufactured outside of the UK and the supply chain is managed through our sister companies. A small element of our business operation is general assembly and testing of electromechanical solutions. This operation is a final integration of electromechanical assemblies and testing for our Customers. This supply chain is managed through our sister companies outside of the UK.

### Relevant policies

The following policies describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** the organisation has a whistleblower hotline that employees can use to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to report concerns, without fear of retaliation.
- **Employee code of conduct.** The organisation's code of conduct makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

- **Supplier code of conduct.** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are provided with a Supplier Code of Conduct which contains provisions prohibiting the use of forced involuntary and child labour. Bruker UK Ltd. reserves the right to terminate a supplier for failure to comply with our Supplier Code of Conduct.
- **Anti-slavery policy.** The organisation has an anti-slavery policy that spells out its commitment to preventing modern slavery and human trafficking in its supply chain.
- **Recruitment policy** the organisation uses only specified, reputable employment agencies and commits to verify the practices of any new agency it is using before accepting workers from that agency.

### **Due diligence**

The organisation undertakes due diligence when considering taking on new suppliers and reviews its existing suppliers.

### **Training**

The Company distributes our anti-slavery policy and plans to continue to train our employees on an ongoing basis annually. New employees will receive training on our anti-slavery policy as part of their onboarding and induction process and annually thereafter.

### **Board Member approval**

This statement has been approved by the organisation's board of directors/members, who will review and update it annually.

#### **Director's signature:**



#### **Director's name:**

Mark Holmes

#### **Date:**

4<sup>th</sup> January 2021